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TEXAS STATE ADJUTANT GENERAL'S DEPT AUSTIN

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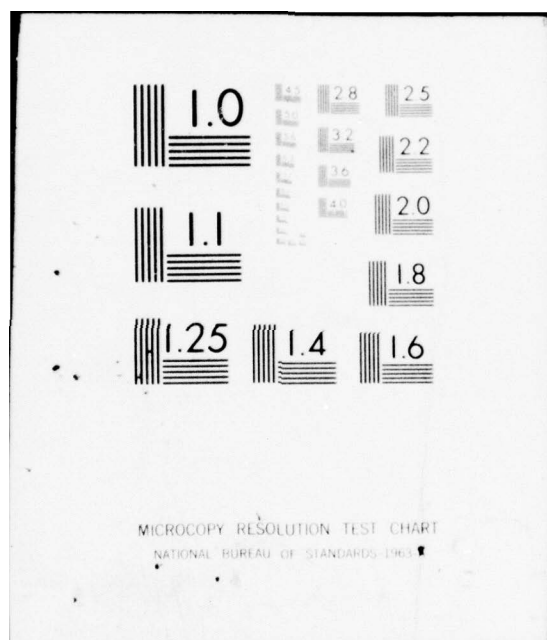
STATE OF TEXAS ADJUTANT GENERAL'S DEPARTMENT ANNUAL REPORT, FIS--ETC(U)
NOV 76

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ADJUTANT GENERAL'S DEPARTMENT

P. O. BOX 5218
AUSTIN, TEXAS 78763

AGTEX-A

15 November 1976

Honorable Dolph Briscoe
Governor of Texas
Capitol Building
Austin, Texas 78711

Dear Governor Briscoe:

This annual report of the Adjutant General's Department is provided to give you essential information on the organization and activities of the Texas Military Forces from 1 September 1975 to 31 August 1976. Copies have been furnished the State Auditor and the Legislative Budget Board in compliance with Article 5794, Revised Civil Statutes of Texas, and Article V, Section 52, Senate Bill Number 52, 64th Legislature.

Federal funds received for support of the National Guard in the State of Texas during this fiscal year totalled 99.6 million dollars. Chart #1 on page 26 reflects the breakdown of these funds. The State Budget to administer and support this expenditure of funds totals \$3,063,118.00. (See page 84.) The State Budget and the Financial Statement reflected in this report does not include funds paid to troops placed on State Emergency Active Duty who were paid from funds under your control.

Sincerely,

THOMAS S. BISHOP
Major General, TexARNG
The Adjutant General

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TEXAS STATE GUARD

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IN MEMORIAM

It is with deep regret that the deaths of the following personnel are announced. The Texas National Guard mourns the loss of these dedicated and loyal members, who served their State and Nation with distinction and honor:

COL Roland H. W. Drechsel, Jr.	SSG William Q. Prater
COL Karl E. Wallace, Sr.	TSGT Rudolph V. Aguirre
LTC Josiah C. Ansley	SGT Larry W. Olsen
LTC Hal C. Johnson	SP4 Billy J. Anthony
LTC W. B. Wooldridge	SP4 Vernon Craddock, Jr.
MAJ Thomas Ellis	SP4 Gary K. Hiltbruner
MAJ Lindell B. Entzminger, Jr.	SP4 Eugene B. Jackson
MAJ Otis L. Finkelman	SP4 Jott A. Maxwell
CPT Vinnon A. Ward, Jr.	SP4 Norman H. Nafus
1SG Rex Thomas Parker	SP4 Jessie J. Stewart
MSG William H. Green	SP4 Billy J. Thompson
MSG Ennis H. Howe	PFC Robert B. Evans
MSG Alfred A. Kunze	PFC Jose L. Garcia
MSG Rex L. Passmore	PFC Devin K. Mitchell
MSG Franklyn R. Whitis, Sr.	PFC Cruz Perez, Jr.
PSG Dionicio Vasquez, Jr.	PV2 Joe L. Johnson
SFC Jack M. Mooney	PV2 John C. Querner
SFC Jack L. Penick	PV2 Robert V. Robles
SFC Felix Vyvjala	PV1 Eden De Leon

ADJUTANT GENERAL'S OFFICE

The Office of the Adjutant General was created by an Act of the Texas Congress, and received approval on 28 January 1840. The Office was formally abolished and its duties transferred to the Commissioner of Claims by an Act approved 1 August 1856. The Office of the Adjutant General was revised by an Act approved 14 February 1860. Following are Adjutants General who have served the Republic of Texas and the State of Texas since the office was established:

REPUBLIC OF TEXAS

<u>NAME</u>	<u>APPOINTED BY</u>	<u>DATE</u>
Colonel Albert Sidney Johnston	President D. G. Burnet	5 August 1836
Colonel E. Morehouse	President Sam Houston	22 December 1836
Colonel Hugh McLeod	Congress	24 October 1837
	President Sam Houston	30 January 1839
	Congress	1 March 1840
Colonel James Davis	President Sam Houston	3 May 1842

STATE OF TEXAS

Colonel William G. Cooke	Governor J. P. Henderson	27 April 1846
Colonel Charles L. Mann	Governor George T. Wood	24 December 1847
Colonel John D. Oitts	Governor George T. Wood	7 March 1848
Colonel James S. Gillett	Governor Peter B. Bell	24 November 1851
Colonel A. B. Norton	Governor Sam Houston	6 April 1860
Colonel William Byrd	Governor Edward Clark	25 March 1861
Colonel J. Y. Bashiehl	Governor Francis Lubbock	11 November 1861
Colonel D. B. Culberson	Governor Pendleton Murrah	17 November 1863
Colonel John Burke	Governor Pendleton Murrah	31 October 1864
Colonel D. R. Curley	Governor James W. Throckmorton	1 January 1867
Colonel James Davidson	Governor Edmund J. Davis	24 June 1870
Colonel F. L. Britton	Governor Edmund J. Davis	15 November 1872
Colonel William Steele	Governor Richard Coke	20 January 1874
Colonel John B. Jones	Governor Oran M. Roberts	25 January 1879
Brigadier General William H. King	Governor Oran M. Roberts	25 July 1881
	Governor John Ireland	19 January 1883
	Governor L. R. Ross	20 January 1887
Brigadier General W. H. Mabry	Governor James S. Hogg	23 January 1891
Brigadier General A. P. Wozencraft	Governor Charles A. Culberson	5 May 1898
Brigadier General Thomas Scurry	Governor Joseph D. Sayers	18 January 1899
Brigadier General John A. Hulen	Governor S. W. T. Lanham	1 June 1903
Brigadier General James O. Newton	Governor Thomas M. Campbell	23 January 1907
Brigadier General Robert H. Beckham	Governor Thomas M. Campbell	15 December 1910
Brigadier General Henry Hutchings	Governor Oscar B. Colquitt	13 January 1911
	Governor James E. Ferguson	13 January 1915
Brigadier General James A. Harley	Governor William P. Hobby	27 September 1917
Brigadier General William D. Cope	Governor William P. Hobby	1 October 1919
Brigadier General Thomas D. Barton	Governor Pat M. Neff	20 January 1921
Brigadier General Mark McGee	Governor Miriam A. Ferguson	24 January 1925
Brigadier General Dallas J. Matthews	Governor Miriam A. Ferguson	5 December 1925
Brigadier General Robert L. Robertson	Governor Daniel J. Moody	22 January 1927
Captain W. W. Sterling	Governor Ross Sterling	22 January 1931
Brigadier General Henry Hutchings	Governor Miriam A. Ferguson	18 January 1933
Brigadier General Carl E. Nesbitt	Governor James V. Allred	15 January 1935
Brigadier General Harry Knox, Jr.	Governor W. Lee O'Daniel	27 January 1939
Brigadier General J. Watt Page	Governor W. Lee O'Daniel	1 January 1940
	Governor Coke Stevenson	1 January 1941
Brigadier General Arthur B. Knickerbocker	Governor Coke Stevenson	4 March 1943
Major General K. L. Berry	Governor Beauford H. Jester	7 May 1947
Major General James E. Taylor	Governor Price Daniel	1 July 1961
Major General Thomas S. Bishop	Governor Price Daniel	1 January 1962
	Governor John Connally	1 February 1967
Major General Ross Ayers	Governor Preston Smith	13 March 1969
Major General Thomas S. Bishop	Governor Dolph Briscoe	1 March 1973

MISSION: The Texas National Guard is charged with dual State and Federal missions as follows:

The State mission provides properly trained, organized and appropriately equipped units to perform those State missions directed by the Governor of Texas and the Adjutant General. These duties generally involve military support of civil defense, disaster relief, and supplementing law enforcement agencies of the State of Texas.

The Federal mission is to provide units, in accordance with Department of Defense Mobilization Programs, in the strength, state of training, and with sufficient equipment to be deployed with a minimum of post mobilization training to meet deployment schedules programmed in current war plans.

ORGANIZATION: The Texas Army and Air National Guard programs are administered by the Adjutant General of Texas through appropriate major commanders of units. The Adjutant General's Department provides personnel, logistical and training support of the Texas Guard through three primary divisions and the several special staff offices. Similar support is also provided to the Texas State Guard.

The Army Guard Division, under direct supervision of the Assistant Adjutant General - Army, is responsible to the Adjutant General for all matters pertaining to Military Personnel, Military Support to Civil Authorities, Operations and Training, Officer Candidate School, Aviation and Recruiting and Retention.

The Air Guard Division, under direct supervision of the Assistant Adjutant General - Air, is responsible to the Adjutant General for all matters pertaining to Air Administration, Air Personnel, Air Resources Management and Air Operations.

The Administrative Division, under direct supervision of the Administrative Assistant, is responsible to the Adjutant General for all matters pertaining to Administrative Services, Camp Administration, Facilities and Engineering, Communications, State Budget and Finance and State Personnel.

FORCES: The Texas Army National Guard is authorized a total strength of 17,643 officers, warrant officers and enlisted personnel. This force is organized into a State Headquarters and Headquarters Detachment, Public Information Detachment and two General Officer Commands: the 49th Armored Division and the Base Units Command of the State. The 49th Armored Division is headquartered in Austin, Texas and consists of three brigades, Division Artillery, Division Troops, and Division Support Command with an authorized strength of 14,854 officers, warrant officers and enlisted personnel. Units of the Division are geographically situated in all sections of the State. The Base Units Command of State Headquarters exercises command authority over all units of the Texas Army National Guard except for the units organic to the 49th Armored Division and the 100th PI Detachment. This force consists of one support center headquarters, one airborne brigade headquarters, one aviation group headquarters, one support group headquarters, three battalions, one engineer dredge detachment, one assault support helicopter company, one air ambulance medical detachment and one combat support hospital with an authorized strength of 2,603 officers, warrant officers and enlisted personnel. Units of the Base Units Command are predominantly located in the central and southeastern section of the State.

The Texas Air National Guard is authorized a total strength of 3,257 officers and enlisted personnel. They are comprised of 35 units stationed in seven locations. The Headquarters, Texas Air National Guard is located at Camp Mabry, Austin, Texas. The U. S. Naval Air Station, Dallas, Texas is the location of the 136th Air Refueling Wing, which consists of eleven units. Houston, Texas is the home of the 147th Fighter Interceptor Group which is made up of seven units. The 149th Tactical Fighter Group, comprised of ten units, is stationed at Kelly AFB, San Antonio, Texas. Garland, Texas is the location of the 254th Combat Communications Group and one of their subordinate units. The other six subordinate units are located in other states. The 272nd Electronics-Installation Squadron is stationed in LaPorte, Texas and the 273rd Electronics-Installation Squadron is stationed at Nederland, Texas. Our newest Air National Guard unit, the 209th Weather Flight, is located at Camp Mabry, Austin, Texas.

UNIT ORGANIZATION: The size of the Army and Air National Guard is established by the Congress and their composition is determined by Department of the Army and Department of the Air Force based on requirements for reserve forces to support war contingency plans. These requirements are met by the allocation of units to the several states, Puerto Rico and the District of Columbia which are given responsibility for the organization, housing, training and administration of assigned units. The current structure, strength and location of units of the Texas Army and Air National Guard is summarized as follows:

TEXAS ARMY NATIONAL GUARD

<u>UNIT</u>	<u>LOCATION</u>	<u>AUTHORIZED STRENGTH</u>			<u>AGGR</u>
		<u>OFF</u>	<u>WO</u>	<u>EM</u>	
<u>SHHD</u>	Austin	83	11	79	173
100th PI Det	Austin	4		9	13
211th Engr Dredge Det	Port Neches	5	7	65	77
142d Spt Cen, RAO	Abilene	28		47	75
117th Cbt Spt Hosp	San Antonio	41	2	137	180
HHC, 111th Avn Gp	Austin	19	5	61	85
536th Avn Co	Grand Prairie	9	29	153	191
1136th Med Det	Ellington AFB	5	12	80	97
HHC, 111th Spt Gp	Del Valle	41	4	91	136
536th Trans Bn	Houston-Pasadena	12	3	149	164
HHC, 36th Abn Bde	Houston-Austin	25	12	161	198
1st Bn 143d Inf	North Central Texas	38	1	661	700
2d Bn 143d Inf	Southeast Texas	38	1	661	700
<u>Div Troops</u>					
HHC, 49th Armd Div	Austin	68	2	109	179
Avn Co	San Antonio	8	13	77	98
149th MP Co	San Antonio	9		189	198
111th Engr Bn	Various	44	4	847	895
249th Sig Bn	Various	24	5	577	606
<u>1st Bde</u>					
HHC, 1st Bde	San Antonio	23	4	77	104
1st Bn 141st Inf	South Central Texas	37	3	770	810
2d Bn 141st Inf	Corpus Christi Area	37	3	770	810
3d Bn 141st Inf	Valley Area	37	3	770	810
6th Bn 112th Armor	Southeast Texas	34	3	482	519
<u>2d Bde</u>					
HHC, 2d Bde	Fort Worth	23	4	77	104
2d Bn 142d Inf	Panhandle Area	37	3	770	810
1st Sqdn 124th Cav	Central Texas	45	36	765	846
2d Bn 112th Armor	Fort Worth Area	34	3	482	519
3d Bn 112th Armor	Brownwood Area	34	3	482	519

UNIT	LOCATION	AUTHORIZED STRENGTH			
		OFF	WO	EM	AGGR
<u>3d Bde</u>					
HHC, 3d Bde	Dallas	23	4	77	104
3d Bn 144th Inf	Northeast Texas	37	3	770	810
1st Bn 112th Armor	Dallas Area	34	3	482	519
4th Bn 112th Armor	Dallas Area	34	3	482	519
5th Bn 112th Armor	Northeast Texas	34	3	482	519
<u>Div Arty</u>					
HHC, Div Arty	San Antonio	35	17	172	224
2d Bn 131st FA	North Central Texas	37	4	478	519
1st Bn 133d FA	Port Arthur-Beaumont	37	4	478	519
3d Bn 133d FA	West Texas	29	3	454	486
4th Bn 133d FA	New Braunfels Area	37	4	478	519
<u>Div Spt Comd</u>					
HHC, DISCOM	Austin	19	3	102	124
49th Fin Co	Del Valle	8		95	103
149th AG Co	Austin-San Antonio	17	4	257	278
111th Med Bn	Various	58	2	295	355
249th S&T Bn	South Central Texas	24	10	415	449
949th Maint Bn	Various	33	17	930	980

TEXAS AIR NATIONAL GUARD

UNIT	LOCATION	OFF	AUTHORIZED STRENGTH	
			ENL	AGGR
Hq TexANG	Austin	29	29	58
209th Weather Flight	Austin	3	13	16
Hq 136th Air Refueling Wing	Dallas	32	39	71
136th Combat Support Sq	Dallas	23	202	225
181st Air Refueling Sq	Dallas	40	38	78
136th Mobility Support Flt	Dallas	1	55	56
136th Consolidated Acft Maint Sq	Dallas	5	206	211
136th USAF Hospital	Dallas	12	27	39
531st Air Force Band	Dallas	1	34	35
136th Civil Engineering Flt	Dallas	4	81	85
136th Weapons System Flt	Dallas	1	20	21
136th Communications Flt	Dallas	2	27	29
181st Weather Flt	Dallas	4	9	13

UNIT	LOCATION	AUTHORIZED STRENGTH		
		OFF	ENL	AGGR
Hq 147th Fighter Interceptor Gp	Houston	20	16	36
111th Fighter Interceptor Sq	Houston	49	13	62
147th Combat Support Sq	Houston	20	217	237
147th Supply Sq	Houston	6	69	75
147th Consolidated Acft Maint Sq	Houston	10	311	321
147th USAF Clinic	Houston	12	31	43
147th Civil Engineer Flt	Houston	4	81	85
111th Weather Flt	Houston	4	9	13
Hq 149th Tactical Fighter Gp	San Antonio	18	21	39
182nd Tactical Fighter Sq	San Antonio	34	15	49
149th Combat Support Sq	San Antonio	18	167	185
149th Mobility Support Flt	San Antonio	2	54	56
149th Consolidated Acft Maint Sq	San Antonio	7	328	335
149th Tactical Clinic	San Antonio	9	17	26
149th Civil Engineer Flt	San Antonio	4	81	85
149th Weapons Security Flt	San Antonio	1	45	46
149th Communications Flight	San Antonio	2	27	29
182nd Weather Flt	San Antonio	4	9	13
254th Combat Communication Gp	Garland	18	35	53
254th Combat Communication Flt	Garland	6	186	192
272nd Electronics-Installations Sq	LaPorte	12	164	176
273rd Electronics-Installations Sq	Nederland	11	153	164

SPECIAL STAFF OFFICES

INFORMATION OFFICE

GENERAL: The Information Office advises the Adjutant General and his staff in public affairs, community relations and command information and the desirability and effects of activities in these areas. Similar functions are performed where other state and federal agencies and military commands are concerned. Functions include both planning and production.

The Information Office also acts as coordinator of public affairs and community relations functions, information planning and acts as a public affairs liaison between Texas units and higher headquarters.

Close coordination is maintained with the information officers of the Texas Army and Air National Guard units and the Texas State Guard.

AREAS OF RESPONSIBILITY: The Information Office concentrates in three (3) areas as well as providing information support for special projects and problem areas, and producing public service announcements for recruiting and retention purposes.

a. Command Information: The Information Office is responsible for up-channel and down-channel dissemination of information of importance to Texas Guardsmen. This includes a continuing program of supplying fact sheets and letters to the field as well as filling information requests.

b. Public Information: The Information Office makes constant release of newsworthy material to the print and electronic media, and assists accredited media representatives and reputable freelance writers and authors in reporting news involving Texas Guardsmen. In addition, it maintains liaison with, receives and escorts civilian and military information media representatives, assists them in obtaining and clearing information relating to the Adjutant General's Department, and supervises their activities.

c. Community Relations: The Information Office maintains a continuing effort toward enhancement of image on behalf of Texas Guardsmen. This includes the maintenance of favorable relations with community leaders and citizens, other state and federal agencies, and military contemporaries. The Information Office also conducts tours of Camp Mabry and advises Texas Guard units on community relations projects.

d. Public Service Announcements: The Information Office produces and disseminates taped and written public service announcements (PSAs) in support of major Texas Guard recruiting efforts. During FY 1976 these included announcements in support of the Texas Guard Officer Candidate School and the 36th Airborne Brigade, as well as PSAs of a more general nature. Additionally, during June, 1976 a new program of continuing PSAs was instituted. A monthly spot package containing seven to ten ten-second Texas Guard identity spots was sent to fifty selected stations throughout the state. Only stations responding favorably continue to receive the monthly spot package. This program is planned for one full year. Stations receiving the monthly package is maintained at fifty. A conservative estimate of free radio time received from the spot package program during FY 76 is \$3,000.

e. Special Projects: The Information Office plans, coordinates and advises on special projects requiring information functions, and undertakes those projects designated by the command group. During FY 1976 the Texas Guard Mobile Military Heritage Exhibit was exhibited at sixteen locations with a total estimated audience of 30,000. The exhibit will continue through CY 76.

The First Annual Muster Day, a reunion for retired Guardsmen, was also planned and executed in cooperation with other Departmental offices. A second reunion is being planned for November, 1976.

PHOTOGRAPHIC FUNCTIONS: The Information Office also provides photographic support for all agencies within the Adjutant General's Department and for many Texas Guard units. Photographic production includes black-and-white, color print and 35-mm slide stills for briefings, training aids, news purposes and record keeping. Some 16-mm motion picture photography is also produced for local television stations.

JUDGE ADVOCATE GENERAL OFFICE

GENERAL: The Judge Advocate General of the State military forces is charged by statute with responsibility for supervising the administration of military justice in the Texas Army and Air National Guard and the Texas State Guard, and performs other legal duties required by the Adjutant General of Texas.

AREAS OF RESPONSIBILITY: The Judge Advocate General, the Department's only full time legal counsel, advises and works with the Adjutant General, the special staff, and the Military and Administrative Divisions to insure full compliance with applicable State and Federal laws and regulations in all official actions taken by the Department, its military units and individual Guardsmen. Additionally, the Judge Advocate General serves as liaison between the Department and the Attorney General of Texas in litigation matters in which the Department has an interest or is a party litigant.

The office of the Judge Advocate General also is available to furnish legal coordination and assistance in Federal contractual and labor-management matters in which the Department is involved.

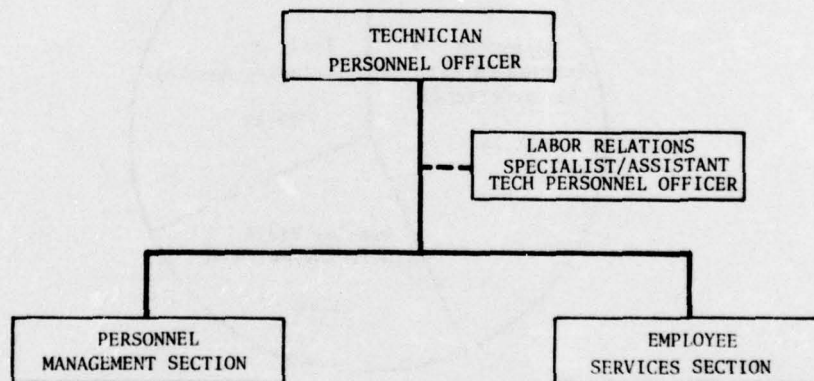
In fulfilling his statutory responsibility for supervising the administration of military justice, the Judge Advocate General recommends officers to the Adjutant General for appointment as Judge Advocates and Legal Officers of the State military forces, and certifies such appointees as competent Trial and Defense Counsel for courts-martial. He further certifies the competence of persons qualified to act as Military Judges at courts-martial, and is responsible for recommending qualified individuals to the Adjutant General for possible appointment as Judges of the Texas Court of Military Appeals. The Judge Advocate General also has certain powers and duties of a judicial nature, as he serves as final reviewing authority on all findings and sentences of certain courts-martial actions and determines all petitions for new trial which cite the discovery of new evidence as their basis.

TECHNICIAN PERSONNEL OFFICE

GENERAL: This office is responsible to the Adjutant General for administering the National Guard Technician Program and is the means by which the Adjutant General discharges his obligation as the sole agent for employment and administration of the technician program, under regulations prescribed by the Secretaries of the Army and Air Force and the Chief, National Guard Bureau.

AREAS OF RESPONSIBILITY: National Guard Technicians are Federal employees, employed in the day-to-day administration and training of both the Army and Air National Guard of Texas. Their responsibilities encompass administration, training, logistics and operational activities as well as the utilization, maintenance and repair of equipment issued to the National Guard of Texas by the Federal government. Except as prescribed by the Secretary of the Army or Air Force, technicians, as a condition of employment, must be members of the National Guard holding the military grade of an officer, warrant officer or enlisted man as required by the position in which they are employed. These positions are classified as "Excepted Service" in the Federal Civil Service. Approximately 5% of the technician positions do not require Guard membership. These positions are in a competitive Civil Service status and for the most part are secretarial in nature. All National Guard technicians are governed by and subject to most Federal Civil Service regulations.

The Adjutant General operates a centralized Civilian Personnel Office at Camp Mabry which processes personnel actions for both Army and Air National Guard technicians. This office is directly under the Adjutant General and is organized as shown:

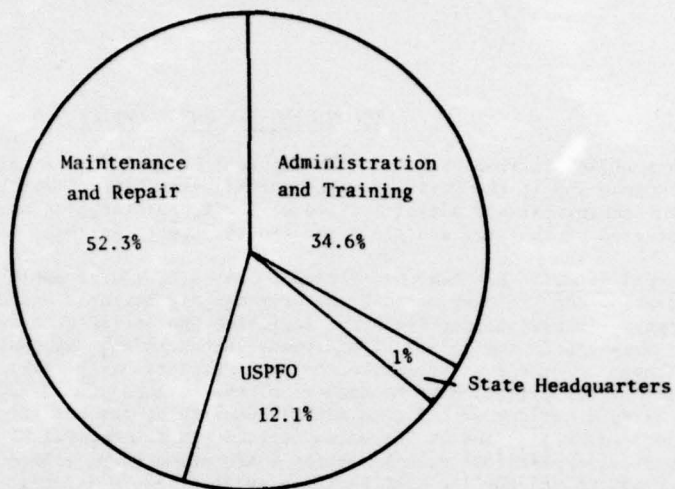


The Technician Personnel Office provides civilian personnel support to 1,893 Army and Air National Guard technicians assigned to 230 units/activities located in 124 Texas cities and towns.

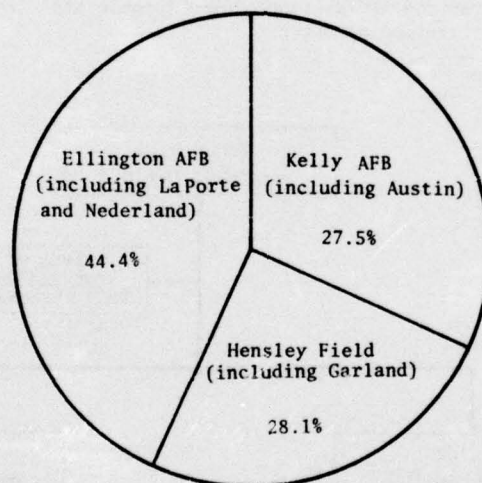
Non-supervisory Army/Air technicians are represented by two (2) unions. National Association of Government Employees represents approximately 826 Army National Guard technicians and American Federation of Government Employees (AFL-CIO) represents approximately 513 Air National Guard technicians. Both unions have negotiated contracts with the Department.

As of 31 August 1976, there were 1,893 technicians employed in the State of Texas (1,178 Army National Guard and 715 Air National Guard). These technicians are paid 100% from Federal funds allocated to the State of Texas. Total salary expenditure for this period exceeded \$30,244,506.00 (Army \$17,424,800.00 and Air Force \$12,819,706.00). The following diagrams reflect the utilization of technicians in the State of Texas:

ARMY NATIONAL GUARD



AIR NATIONAL GUARD



Significant personnel actions include:

- 310 Merit Promotions
- 88 Quality Salary Increases
- 82 Sustained Superior Performance Awards (Cash award)
- 205 Outstanding Performance Awards
- 3,648 Documented Personnel Actions
- 34 Technicians Had Permanent Change of Station Moves
- 42 Technicians Retired
- 353 Technicians received 10,472 Hours of Training to Improve Present Performance
- 3 Permanent Technicians Were Separated
- 3 Probationary Technicians Were Separated
- 4 Formal Grievances Were Filed
- 3 Administrative Appeals
- 2 Permanent Technicians Were Suspended
- 2 Adverse Action Appeals
- 22 Technicians Were Changed to Lower Grades due to Reduction in Force and Application of U. S. Civil Service Commission Classification Standards

EQUAL EMPLOYMENT OPPORTUNITY OFFICE

POLICY: The Texas National Guard reaffirms its commitment to fully support the principles and practices of equal opportunity for all, regardless of race, color, age, sex, religion, or national origin, through the establishment of a comprehensive program concerning the rights of equal opportunity for all its members and to implement the tenets of equal employment opportunity for technicians and applicants for employment with the National Guard. The basic authority for insuring equal opportunity in the National Guard is contained in Public Law 88-352. The enactment of Public Law 92-261 expanded coverage to specifically include National Guard technicians. The presence of true equal opportunity throughout the Texas National Guard is dependent upon the total commitment of each commander, manager, supervisor and technician to eliminate all forms of discrimination.

ORGANIZATION: The State Adjutant General has overall responsibility for equal employment opportunity implementation within the Texas National Guard. This responsibility is exercised through the Assistant Adjutant General (Army), Assistant Adjutant General (Air), the State Equal Employment Opportunity Officer and all managers and supervisors in the technician program. Managers and supervisors continue to be the key to program success or failure in the establishment and implementation of a realistic, viable and workable equal opportunity plan of action. Action plan items are the result of input provided by managers, supervisors, EEO program officials and recognized employee organizations of the Texas Army and Air Guard. The Equal Employment Opportunity office also has the responsibility to establish procedures to adjudicate complaints of discrimination; train and provide EEO counselors for the technician workforce of the Army and Air Guard; represent the Adjutant General and the Chief, National Guard Bureau, in community affairs relating to the promotion of equal employment opportunities; insure EEO awareness training is included in all supervisory development courses and conduct periodic evaluations of the technician EEO program.

ACCOMPLISHMENTS:

a. Preparation and publication of the calendar year 1976 equal employment opportunity plan of action was accomplished 29 January 1976 and the plan was approved for implementation by the United States Civil Service Commission regional office.

b. The Texas National Guard continues an aggressive program of training its supervisors in personnel management and equal employment opportunity. A total of 154 supervisors were trained in the "Role of Management in EEO" and "Advanced Personnel Management for Supervisors" courses during the first six months of 1976. Additionally, personnel turnovers necessitated the appointment and training of five new EEO counselors. Military and civilian positions continue to receive statewide publicity as evidenced by the weekly distribution of military position and technician job announcements to over 150 civic, professional and minority group organizations.

c. The Texas National Guard awarded a total of 410 incentive awards to deserving technicians during the calendar year 1975. These awards were distributed as follows:

<u>Excellent Performance</u>		Total Awards: 96	
Minorities and Women	26	Percent of total awards:	27
All others	70	Percent of total awards:	73
<u>Outstanding Performance</u>		Total Awards: 160	
Minorities and Women	31	Percent of total awards:	19
All others	129	Percent of total awards:	81
<u>Sustained Superior Performance:</u>		Total Awards: 77	
Minorities and Women	16	Percent of total awards:	20.8
All others	61	Percent of total awards:	79.2

Quality Salary Increase

Total Awards: 77

Minorities and Women	17	Percent of total awards:	22.1
All others	60	Percent of total awards:	77.9

A total of 235 incentive awards were made in the technician program during the period 1 January through 31 August 1976:

Excellent Performance

Total Awards: 84

Minorities and Women	27	Percent of total awards:	32.1
All others	57	Percent of total awards:	67.9

Outstanding Performance

Total Awards: 92

Minorities and Women	31	Percent of total awards:	33.7
All others	61	Percent of total awards:	66.3

Sustained Superior Performance

Total Awards: 34

Minorities and Women	2	Percent of total awards:	5.9
All others	32	Percent of total awards:	94.1

Quality Salary Increase

Total Awards: 25

Minorities and Women	8	Percent of total awards:	32.0
All others	17	Percent of total awards:	68.0

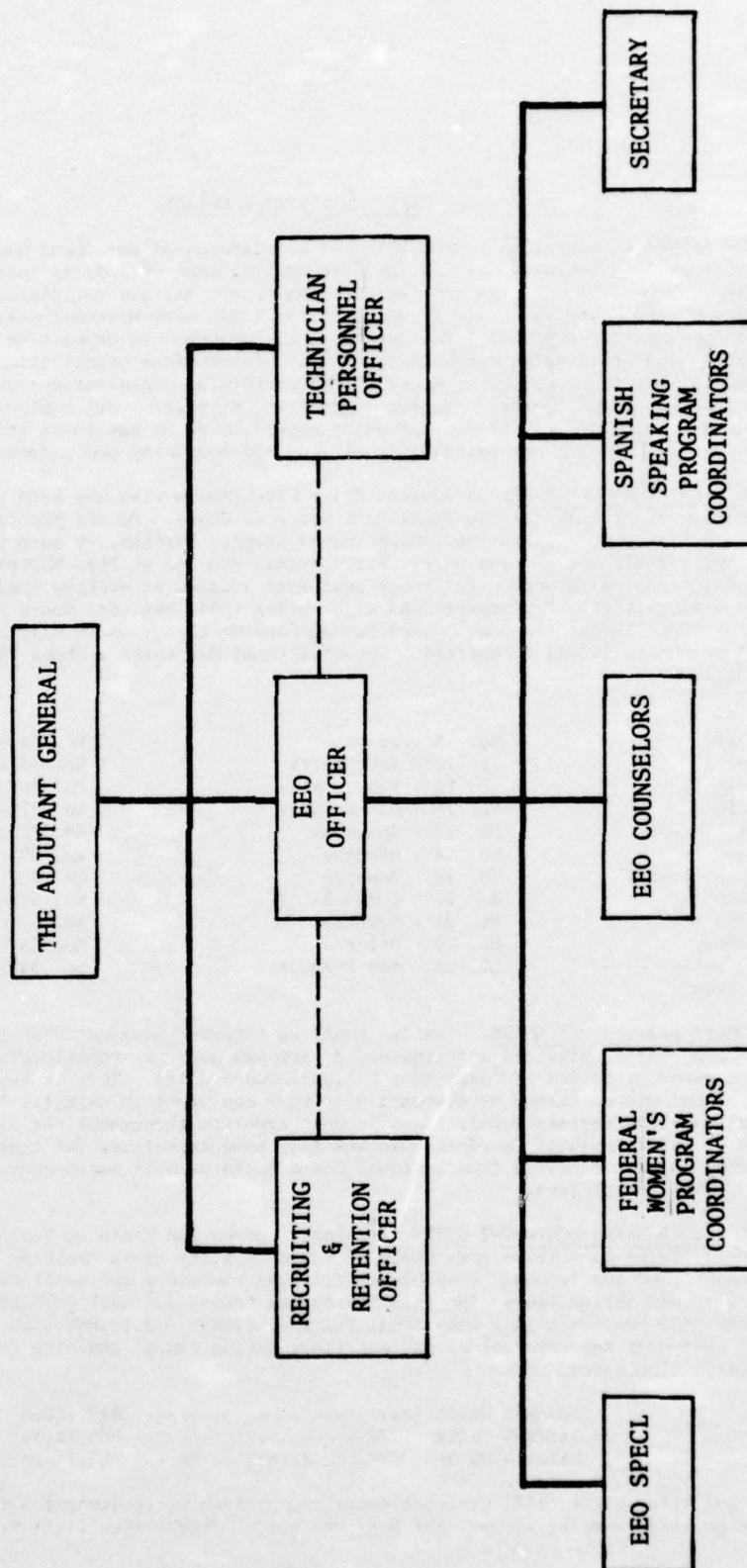
DISCRIMINATION COMPLAINTS: The Adjutant General's Department received two complaints of discrimination during the past year. Complaints were based on sex (female) and national origin (Mexican-American). Investigations of both complaints found no discrimination within the agency. One age discrimination complaint was also adjudicated by decision of the Chief, National Guard Bureau. The following represents the current status of discrimination complaints filed by National Guard technicians:

<u>Nature of Complaint</u>	<u>Basis for Complaint</u>	<u>Status</u>
Promotion	Race	Federal District Court
Retention	Religion	Federal District Court
Promotion	National Origin	Federal District Court

TECHNICIAN EMPLOYMENT STATISTICAL DATA: The following is comparative statistical information on the employment posture of the Texas National Guard technician workforce since the establishment of the Equal Employment Opportunity Office in August 1973:

<u>August 1973</u>	<u>Total Technicians</u>	<u>1,850</u>
Total number of minorities	194	Percent of workforce: 10.5
Total number of females	95	Percent of workforce: 5.1
Total all other technicians	1,561	Percent of workforce: 84.4
<u>August 1976</u>	<u>Total Technicians</u>	<u>1,897</u>
Total number of minorities	265	Percent of workforce: 14.0
Total number of females	120	Percent of workforce: 6.3
Total all other technicians	1,512	Percent of workforce: 79.7

EQUAL EMPLOYMENT OPPORTUNITY BRANCH



STATE MAINTENANCE OFFICE

GENERAL: The Adjutant General is responsible for maintenance of equipment and materiel issued to units of the Texas Army National Guard. The State Maintenance Officer is responsible for carrying out the Adjutant General's policies and instructions on all matters pertaining to maintenance of surface equipment and materiel issued to units of the Texas Army National Guard. The Office of the State Maintenance Officer supervised the operation of two Combined Support Maintenance Shops (CSMS), one Mobilization and Training Equipment Site (MATES), thirty-four Organizational Maintenance Shops (OMS) and two Unit Training Equipment Sites (UTES) performing organizational, direct and general support maintenance of Army Guard surface equipment and materiel. All equipment and materiel was maintained in a serviceable condition, but major expenditures of man-hours and funds continued to be directed toward improving the reliability of standard equipment and materiel.

ORGANIZATIONAL MAINTENANCE SHOPS: A revised State Maintenance Plan has been published to support current alignment of property in the Texas Army National Guard. We are providing this maintenance support with thirty-four Organizational Maintenance Shops. Further, we have two Unit Training Equipment Sites (UTES), one at Camp Maxey, Paris, Texas and one at Fort Wolters, Mineral Wells, Texas. Organizational maintenance for track equipment located at weekend training sites is provided by these facilities. Two hundred and eighty-five (285) National Guard technicians have been authorized for these shops. National Guard Bureau funding allows us to hire only two hundred and twenty (220) of the positions authorized. Organizational Maintenance Shops (OMS's) are located in Texas as indicated:

No. 1 - Abilene	No. 13 - El Paso	No. 24 - Palestine
No. 2 - Amarillo	No. 14 - Fort Worth	No. 25 - Pharr
No. 3 - Austin	No. 15 - Fort Worth	No. 26 - Port Neches
No. 4 - Austin	No. 16 - Gainesville	No. 27 - San Antonio
No. 5 - Austin	No. 17 - Gonzales	No. 28 - San Antonio
No. 6 - Brownwood	No. 18 - Houston	No. 29 - San Antonio
No. 7 - Corpus Christi	No. 19 - Houston	No. 30 - Temple
No. 8 - Dallas	No. 20 - Lubbock	No. 31 - Terrell
No. 9 - Dallas	No. 21 - Marshall	No. 32 - Texarkana
No. 10 - Dallas	No. 22 - Midland	No. 33 - Waco
No. 11 - Del Valle	No. 23 - New Braunfels	No. 34 - Wichita Falls
No. 12 - El Campo		

COMBINED SUPPORT MAINTENANCE SHOPS: The two Combined Support Maintenance Shops, located in Fort Worth and Austin, Texas, provided all required direct and general support maintenance of surface equipment and materiel issued to Texas Army National Guard units. This maintenance was performed by most economical means; either by evacuation of this equipment or materiel to the appropriate shop or by dispatching contact repair teams to unit armories throughout the State. One hundred and twenty-five (125) National Guard technicians have been authorized for these two shops, but Federal funding support received from National Guard Bureau permits employment of only one hundred and eighteen (118) technicians.

MOBILIZATION AND TRAINING EQUIPMENT SITE: The Mobilization and Training Equipment Site (MATES) at North Fort Hood, Texas is a Texas Army National Guard facility where training equipment and materiel is stored, maintained and issued. Contingency training equipment and materiel stored at the MATES includes 92 each M60 series tanks, 186 each M48 series tanks, 329 each M113 armored personnel carriers, 15 each M109 howitzers plus many other items of combat and combat support equipment. The MATES issued equipment and material at various times during annual training (AT) and inactive duty training (IDT) as indicated:

TexARNG Units (AT)-----	847 items
TexARNG Units (IDT)-----	1,506 items
Other ARNG and USAR Units (AT)-----	467 items

One hundred and fifty-eight (158) National Guard technicians were authorized this facility. National Guard Bureau provided funding support for only one hundred and eleven (111) technicians.

MAINTENANCE EXPENDITURES: Maintenance expenditures were as follows:

Salaries (State)	\$ 151,476.00
Salaries (Federal)	6,673,685.93
Repair Parts	3,299,097.39
Commercial Repairs	75,404.29
Per Diem for Travel	44,285.39
TOTAL	<u>\$10,243,949.00</u>

Expenditures listed were for maintenance and repair of the following items of equipment and materiel:

Wheeled Vehicles	3,285
Track Vehicles (TexARNG units) 885	
Track Vehicles (Other units) 191	
Total Track Vehicles	1,076
Trailers	1,640
Artillery Pieces	736
Small Arms	23,235
Major Signal Items	4,966

INSPECTOR GENERAL OFFICE

MISSION: The mission of the Inspector General is to inquire into and report to the Adjutant General upon all matters pertaining to the performance of the mission, the state of discipline, the efficiency and the economy of the Texas Army National Guard, Texas Air National Guard and the Texas State Guard, and to perform such other duties as may be prescribed by the Adjutant General.

AREAS OF RESPONSIBILITY: The Office of the Inspector General maintains an interest in all activities of the Texas Army and Air National Guard and the Texas State Guard. Specific responsibilities have been assigned by Sections as follows:

ADMINISTRATIVE SECTION

- Coordination of General Inspections
- Complaints and Requests for Assistance
- Inquiries and Investigations
- Supervision of Fund Activities

PROVOST MARSHAL SECTION

- Physical Security
- Line of Duty Investigations
- Military Medical Care
- Physical Evaluations for Retention or Separation
- Accidents, Incidents and Claims
- Safety
- Workmen's Compensation Coordination

AUDIT/INVENTORY/INSPECTION SECTION

- Audits, Inventories and Transfers of Property Accounts
- Physical Security Inspections
- Annual General Inspections of Texas State Guard Units
- Annual Training Support

MILITARY PROPERTY SURVEY SECTION

- Reports of Surveys
- Statements of Charges
- Inventory Adjustment Reports
- Minor Adjustments

COORDINATION OF GENERAL INSPECTIONS: As required by regulations, each Army National Guard unit and activity receives an annual Federal Inspection. In Texas, this is accomplished by the Office of The Army Inspector General, Fifth U. S. Army and DA Inspectors General. This office coordinates the scheduling of all General Inspections. During the conduct of the Fiscal Year 1976 General Inspections, 1 February through 15 May 1976, a representative of this office attended unit inspections throughout the State and the inspection of each major command headquarters. Reports on each inspection were received and indorsed to the unit concerned for corrective action. Returned indorsements were reviewed, evaluated and indorsed to Fifth U. S. Army. The Department Inspector General initiated follow-up action to insure that deficiencies were corrected to the maximum extent possible and prepared a detailed recapitulation of deficiencies noted in all units and activities. A total of one hundred and forty-two units and activities were inspected in Fiscal Year 1976 and ratings were as follows:

Satisfactory with Commendation	24	16.90%
Satisfactory	115	80.99%
Unsatisfactory	3	2.11%

COMPLAINTS AND REQUESTS FOR ASSISTANCE: During the past fiscal year, this office received and processed forty-three (43) complaints and requests for assistance. The majority of these involved individual problems, personnel actions, or fiscal matters which were resolved informally or through command channels as circumstances dictated. Those cases involving allegations of irregularities were thoroughly investigated. In each instance, the individual initiating the complaint or request for assistance was furnished a written reply concerning matters which pertained to him.

INQUIRIES AND INVESTIGATIONS: During Fiscal Year 1976, this office conducted five (5) Reports of Inquiry and ten (10) Reports of Investigation. These reports were concerned with questionable actions of individual's procedures, or activities which were not in consonance with the high standards and ideals of the Texas National Guard. In those instances where allegations were substantiated, remedial actions were recommended to the appropriate authority in the report. In addition, nineteen (19) background investigations were coordinated with the Texas Department of Public Safety and City of Austin Police Department, on applicants for State employment.

SUPERVISION OF FUND ACTIVITIES: In excess of eleven hundred (1,100) semi-annual reports of Unit, State and Special Fund activities were reviewed during the last year. Two hundred and seventy-five (275) Nonappropriated Unit Fund Statements of Operation and Net Worth were evaluated for the one hundred and forty (140) Federal Unit Funds maintained by units of the Texas National Guard. Two hundred and forty-two (242) quarterly inspections and audits for fund records were performed during the year, and, additionally, thirty-six (36) audits were performed of State, Special and Armory Maintenance Funds to evaluate compliance with applicable regulations concerning fund management.

PHYSICAL SECURITY: Security of sensitive items stored in National Guard facilities, particularly arms and ammunition, is receiving the highest level of interest. There are two hundred seventeen (217) National Guard arms rooms in the State of Texas. Each arms room received a physical security inspection with follow-up inspections conducted to insure that deficiencies noted were corrected. Follow-up unannounced physical security inspections were conducted in units receiving unsatisfactory ratings during their scheduled inspections. A total of two hundred twenty-nine (229) physical security inspections were conducted by personnel from this office during FY 76. There are one hundred thirty-nine (139) armories and twelve (12) non-armories where Federal and State property is stored. Each one of these locations is subject to illegal entry and vandalism. Annual physical security inspections are conducted in these facilities to correct deficiencies and improve the security posture. During FY 76, twenty-eight (28) reports of illegal entry and/or vandalism were received by this office. Nineteen (19) reports were concerned with illegal entry and nine (9) were for vandalism.

LINE OF DUTY INVESTIGATIONS: Members of the Texas Army National Guard are entitled to medical care for treatment of disease contracted or an injury sustained during an authorized period of military duty. Medical care treatment and/or hospitalization, and compensation if the individual is incapacitated, is authorized provided the injury or disease is considered to be in line of duty by final determination. A Line of Duty Investigation is prepared for each case of injury or illness of the Texas Army National Guard during an authorized period of military duty by the individual's unit of assignment and forwarded to the Office of the Inspector General. Each Report of Investigation is reviewed for administrative correctness, appropriate evidence and logical findings and is either returned for correction or additional information, or indorsed to the National Guard Bureau for final determination. A Line of Duty Investigation with a final determination is of prime importance to the individual in that it serves as a record of the disease/injury, and authorization for medical care and compensation if incapacitated when required. During FY 76, a total of eleven hundred forty-six (1,146) Line of Duty Investigations were processed, an increase of six hundred forty-six (646) over FY 75. There were no Line of Duty Investigations processed during FY 76 for Active State Military Duty related activities.

MILITARY MEDICAL CARE: All requests for medical treatment are processed by this office and coordinated with the Military Medical Facility nearest to the individual's residence. Liaison with appropriate Military Medical Facilities is maintained by this office to insure proper medical support during Annual Training periods and to make certain that required medical records are furnished by these facilities. In addition to coordinating with appropriate Military Medical Facilities, liaison is maintained with the National Guard Bureau on all requests for medical treatment. During FY 76 one hundred thirty-nine (139) requests related to medical treatment were processed by this office.

PHYSICAL EVALUATIONS FOR RETENTION OR SEPARATION: Army National Guard personnel who are not able to perform their military duties are evaluated for retention in, or separation from, the Army National Guard. All requests for Physical Examinations/Evaluations are processed by this office

to the appropriate Military Medical Facility. Personnel who are evaluated as unfit for further military duty are provided assistance in obtaining further medical treatment in VA hospitals. Results of all the physical examinations/evaluations are disseminated to the individual's unit and to the Military Personnel Branch of the Adjutant General's Department for final processing.

ACCIDENTS, INCIDENTS AND CLAIMS: All accidents and incidents involving Army National Guard vehicles, aircraft, equipment, facilities and/or personnel are reported to this office. Each incident involving a potential claim by or against the United States is processed and reported to the appropriate Army Area Claims Authority. Reports and documents related to the potential claims are obtained by this office and forwarded to the Army Area Claims Authority for their use in adjudicating the case. Claimants are provided information and necessary forms for processing their claims. During FY 76, sixty-seven (67) accident/incidents were processed by this office.

SAFETY: The administration of the Texas Army National Guard safety program is a responsibility of this office. Safety information letters were published on a regular basis and compilation of accident statistics to be used in formulation of future safety policies and programs were compiled. Accident statistics are provided to the Army National Guard State Safety Council for review and formulation of corrective action. A Defensive Driving Course was conducted at Camp Mabry during the period 26 April to 16 May 1976. The course was conducted for employees of the Adjutant General's Department, Armory Board, Office of the Senior Army Advisor, units and activities on and in the vicinity of Camp Mabry and employee dependents. A total of five hundred thirty (530) employees and dependents successfully completed the course. Presentation of the instruction was coordinated with the Texas Department of Public Safety, which provided instructors and training materials.

REPORT OF SURVEY INVESTIGATIONS: This office is responsible for conducting Report of Survey Investigations concerning lost, damaged or destroyed weapons and ammunition. All incidents concerning lost weapons are immediately reported to the National Guard Bureau, Federal Bureau of Investigation, local law enforcement agencies, and Army agencies having jurisdiction in the area in which the loss occurred. The Report of Survey Investigations are conducted to determine responsibility for the lost, damaged, or destroyed property. During FY 76 ten (10) Report of Survey Investigations were conducted.

MARKSMANSHIP: This office, in conjunction with Operations and Training Branch, is responsible for the administration of the Texas Army and Air National Guard Marksmanship program and for coordination of the program with the National Guard Bureau and the National Guard Bureau's National Guard Marksmanship Training Units. Duties and responsibilities are as follows:

- a. Responsibility for the selection of State rifle and pistol squad members through tryouts or some other valid method.
- b. Development of a training program and match schedule for the State rifle and pistol squad.
- c. Procurement, storage, maintenance, and issuance of necessary weapons, ammunition, supplies and equipment to conduct the State competitive marksmanship program as approved by regulations.
- d. Conduct a limited repair and accurazation program.
- e. Promotion of interest in marksmanship throughout the State by an active information program, awards, recognition and personal contact.
- f. Keeping the National Guard Bureau and NGMTU informed of current marksmanship activities within the State as required by these agencies. The purpose of the marksmanship program is to integrate the competitive program to develop a much higher degree of general marksmanship effectiveness throughout the State than could be obtained by the annual qualification program alone. During FY 76, State marksmanship teams competed in the Chief of the National Guard Bureau Annual Rifle/Pistol Tournaments, FORSCOM Region Five Matches, and Winston P. Wilson, National Guard Rifle and Pistol Championships.

PROVOST MARSHAL ACTIVITIES: Liaison with civilian and military law enforcement agencies is maintained on a continuing basis to provide mutual support and information. Police areas of interest concerning personnel and/or activities of the Texas Army and Air National Guard are coordinated with this office.

WORKMEN'S COMPENSATION ACCIDENT PREVENTION COORDINATOR: State employees of the Adjutant General's Department were initially covered under Workmen's Compensation on 18 August 1975. Since that time, this office has investigated accidents, attended seminars, assisted in safety surveys, and has conducted safety surveys within the Department. Seventeen (17) injuries were reported and investigated. The majority of the injuries were minor and resulted in no lost time. Coordination is effected within the Adjutant General's Department and also with the Accident Prevention Section of the Attorney General's Office to improve working habits and conditions.

AUDITS, INVENTORIES AND TRANSFERS OF PROPERTY ACCOUNTS: a. The responsibility of all audits, inventories and transfers of Federal and State property is assigned to the Office of the Inspector General. During each audit and inventory/transfer, the Military Property Auditor/Examiner inspects all Federal and State property, facilities, fund records, use of armory records, Food Service Records and other special subjects of inspections. At the conclusion of each audit and inventory/transfer, a complete settlement is made with the responsible officer for any shortages that might occur. For the period 1 July 1975 through 31 August 1976 the following was accomplished:

<u>COMMANDS</u>	<u>INVENTORIES</u>	<u>TRANSFERS</u>	<u>REVIEWS</u>
AGTEX Facilities	22	1	0
Base Units Command	24	16	0
49th Armored Division	180	94	6
TOTAL	226	111	6

b. Assistance in setting up supply procedures and records was given to 1136th Med Det (Air Amb) and 117th Combat Support Hospital for a total of eleven (11) mandays.

c. In addition to inventory of State-owned property that is issued to units and facilities, included in paragraph a, above, one hundred and five (105) State property accounts located at Camp Mabry were inventoried.

PHYSICAL SECURITY INSPECTIONS: Military Property Auditors/Examiners of the Office of the Inspector General conducted two hundred twenty-nine (229) Physical Security Inspections of National Guard armories and facilities during Fiscal Year 1976. Detailed actions resulting from these inspections is included under the Physical Security portion of this report.

ANNUAL GENERAL INSPECTIONS OF TEXAS STATE GUARD UNITS: Each Group Headquarters, Battalion Headquarters and Company of the Texas State Guard is inspected annually by an Inspector of the Office of the Inspector General. These inspections are normally conducted in conjunction with the annual audit/inventory of the sponsoring Army National Guard unit which occupies the armory to which the Texas State Guard is assigned. All Texas State Guard units assigned to State-owned Texas Army National Guard armories were inspected during the past year. The following number of Headquarters and Companies were inspected during the past year:

Group Headquarters	4
Battalion Headquarters	32
Companies	120
TOTAL	156

ANNUAL TRAINING SUPPORT: Representatives of the Office of the Inspector General were present for support of units during annual training at Fort Hood, Texas, Fort Bliss, Texas, Fort Sam Houston, Texas, Fort Bragg, North Carolina and Fort Chaffee, Arkansas for a period of fifteen (15) weeks.

MILITARY PROPERTY SURVEY SECTION: The Military Property Survey Section processed a total of 7,500 property adjustment documents generated by units of the Texas National Guard. Each document was reviewed to determine the cause of the loss, damage or destruction of the listed property, and investigations were conducted when necessary to establish responsibility and to prevent recurrence. In cases where investigation revealed that property was lost, damaged or destroyed through fault or neglect, recommendations as to pecuniary liability were made and, when approved by higher headquarters, necessary action was taken and followed through to effect reimbursement from the responsible individuals. Property adjustment documents used to adjust discrepancies in property accounts are defined as follows:

Report of Survey is a form submitted by accountable officers to seek relief from pecuniary liability for the loss, damage or destruction of Federal property.

Statement of Charges is a form used to authorize collections to be deducted from the military pay of individuals for the negligent loss, damage or destruction of Federal property.

Cash Collection Voucher is a form used to authorize payment of cash to the Treasury of the United States from individual for the negligent loss, damage or destruction of Federal property.

Inventory Adjustment Report is a form used by accountable officers to account for Federal property which is lost, damaged or destroyed, to include vehicle and army aircraft accident damages, through no fault or neglect of anyone concerned.

Minor Adjustment and POL are submitted on a DA Form 444 in order to account for consumed and evaporated POL in accordance with existing regulations and to adjust changes in stock number, nomenclature, line item number, etc. There is no monetary loss or gain in this accounting procedure.

PROPERTY ADJUSTMENT DOCUMENTS PROCESSED				
TYPE OF DOCUMENT	NUMBER OF DOCUMENTS PROCESSED	VALUE OF TRAINING LOSSES	VALUE OF ASSESSED LIABILITY	TOTAL VALUE OF PROPERTY LOSSES
REPORT OF SURVEY	227	91,832.35	13,020.06	91,832.35
STATEMENT OF CHARGES	2002 518 (Pending)		46,678.14 12,650.04 (Pending)	46,678.14
CASH COLLECTION VOUCHER	604 34 (Pending)		12,066.18 783.73 (Pending)	12,066.18
INVENTORY ADJUSTMENT REPORT	567	109,575.31		109,575.31
MINOR ADJUSTMENTS AND POL	4100			
TOTAL	7500	201,407.66	71,764.38	260,151.98

UNITED STATES PROPERTY AND FISCAL OFFICE

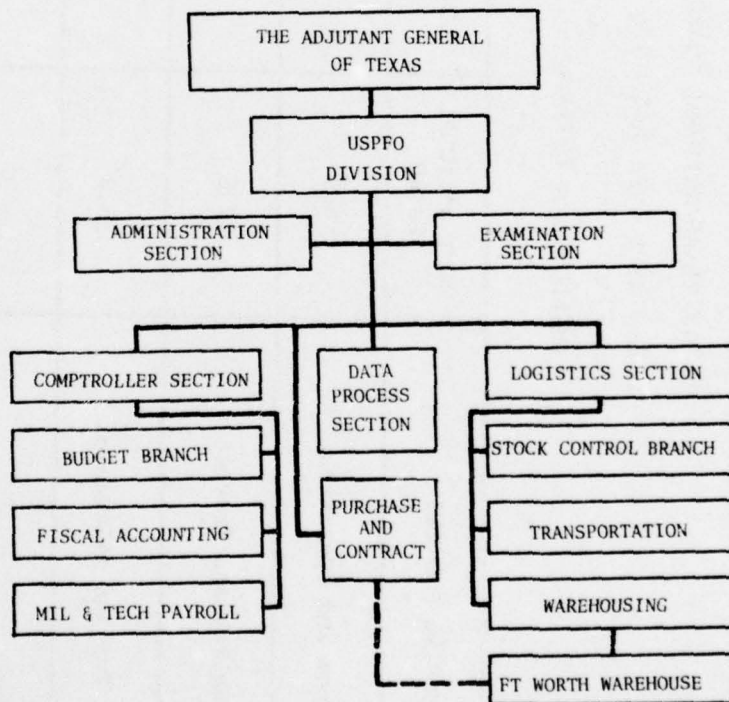
The United States Property and Fiscal Office is administered as an activity of the State of Texas functioning under the direction of the Adjutant General of Texas. The purpose of this organization is to implement the policies of the Department of Defense and National Guard Bureau as they pertain to Federal property and funds allotted to support both the Army and Air National Guard of Texas.

The United States Property and Fiscal Officer is a National Guard Officer on extended active duty. For administrative purposes he is detailed for duty with the National Guard Bureau. In addition to his responsibilities for organizing and administering the Office of the USPFO, the USPFO has been designated by the National Guard Bureau as Class "B" Agent Finance Officer, Purchasing and Contracting Officer, and Transportation Officer. In each of these additional areas he represents the Federal Government in its support of the National Guard of Texas.

The Office of the USPFO is currently provided with the following employees to enable it to accomplish its mission:

131 -	paid from Federal funds
5 -	paid from State funds
136 -	total

The current organization is as shown below:



FISCAL: Federal support in the amount of 99.6 million dollars was expended by the Texas National Guard during FY 76. Of this amount 35.3 million was spent by the Air National Guard and 64.3 million was spent in support of the Army National Guard. The following chart depicts the major areas where funds are expended:

TOTAL FEDERAL FUNDS EXPENDED
IN THE TEXAS NATIONAL GUARD
1 JULY 1975 - 30 JUNE 1976

(Millions of Dollars)

FUNDING PROGRAM	ARMY NATIONAL GUARD	AIR NATIONAL GUARD	TOTAL
Maintenance and Operation	6.9	14.9	21.8
Technician Pay and Travel	17.6	12.2	29.8
Military Pay and Allowances	35.5	6.3	41.8
Facilities	4.3	1.9	6.2
GRAND TOTAL	64.3	35.3	99.6

HIGHLIGHTS OF FY 76: In support of the Texas National Guard, the Office of the USPFO completed the following actions:

a. Processed necessary procurement documents for purchase of the following items and services from local vendors located throughout the state:

(1) Approximately \$707,500 worth of subsistence items for consumption by Guardsmen during weekend training.

(2) Approximately 4.0 million gallons of gasoline. This gasoline is utilized for training of NG units and was purchased from 156 individual dealers.

(3) Approximately \$11,100 was spent for laundry and dry cleaning of individual and organizational equipment issued to the Guardsmen.

(4) Approximately \$22,600 was spent locally for procurement of packing and crating materials which are utilized in the preparation of equipment for shipping.

(5) A total of \$3,360,900 was spent on repair parts in FY 76 to maintain ARNG equipment. Of this total \$497,400 represented cash purchases from local auto parts dealers.

b. Construction since last report totaled \$3,680,100.

c. There are 1,185 technicians in the State, paid a total of \$17,429,700 in salaries.

LOGISTICS:

The National Guard Bureau has continued to realign equipment based on logistics priorities. Overall, the redistribution has given the State more training equipment.

Shortages of some of the standard radios continue to be a problem; however, the older radios will be continued in use as required.

The State is scheduled to receive the commercial Dodge truck this fall to replace the older 3/4-ton trucks.

With a few exceptions, the overall logistics posture of the Texas Army National Guard continues to improve.

Commercial Transportation: The following is a resume of transportation actions conducted with commercial carriers during the period covered by this report:

REP Trainees Sent	1,696
Meal Tickets Issued	319
Transportation Requests Issued	2,697
Inbound Tonnage at Austin	1,166 tons
Outbound Shipments from Austin	1,665 tons
Outbound shipments from places other than Austin	5,924 tons
Second-destination Transportation Funds	\$104,200.00
Transportation Funds Allocated to USPFO for Texas	\$340,000.00

EXAMINATION: During FY 1976, the section consisted of a Supervisory Accounting Technician, five Examiners and a secretary. The section's responsibilities include programmed and special internal reviews, audits, examinations, inspections and inventories of the USPFO's activities in Austin and Fort Worth, and the Assistant USPFO for Air's activities at Kelly AFB, Ellington AFB and Hensley Field, USNAS, Dallas. Additional responsibilities of the section included reviews and examinations in the following areas of the Army and Air National Guard:

a. Army National Guard: Conducted reviews and examinations of units and activities in the following areas: 100% validation of Equipment Status Reports for all units and activities; Technician's time and attendance records, leave records, and temporary duty per diem and travel records; Unit's Joint Uniform Military Pay System procedures for validation of members' pay entitlements for inactive duty training, annual training, and full time training duties; Military temporary duty per diem and travel records; Ordering Officers procurement purchases; and Unit's subsistence purchases for Unit Training Assemblies.

b. Air National Guard: Conducted reviews and examinations of units and activities in the following areas: Imprest Fund inspections; Ordering Officer's procurement purchases; Technician's time and attendance records, leave records and temporary duty per diem and travel records; Military pay entitlements; Commercial transportation; Engineering; Maintenance management; Food services; Medical facilities; Fuels management; Vehicle management; and Motor pool operations.

The Examination Section's FY 1976 workload distribution was as follows:

a. Army National Guard:

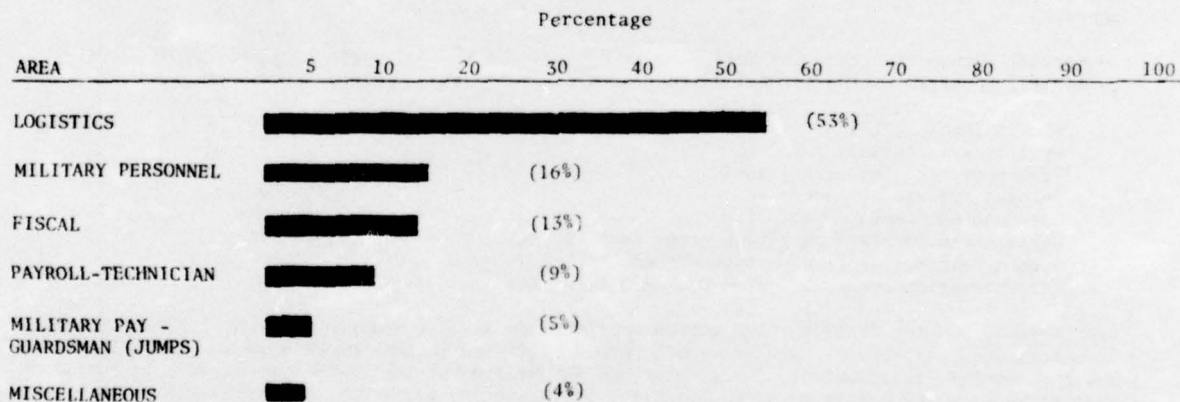
Internal Reviews and Audits of USPFO	55
Cycle Inventories of USPFO	20
Review and Examinations of Units/Activities	182
Special Examinations and Inspections	4
TOTAL	261 - 72.5%

b. Air National Guard:

Internal Reviews of Assistant USPFO for Air	24
Review and Examination of Units/Activities	73
Special Review and Inventory	2
TOTAL	99 - 27.5%

AUTOMATIC DATA PROCESSING: During August 1974 an IBM 1401, Tape oriented, Data Processing System was installed. This magnetic tape system has the advantage of compact record handling and storage medium for high-speed data processing. Extensive renovation of the ADP facility has been completed to accommodate the 1401 ADPS. The 1401 ADPS constitutes standard computer hardware and systems in all the Army National Guard data processing facilities. ADP business is conducted with ADP assuming the role of service organization, supporting the mission of the customer. Mechanized programs include, but are not limited to, logistics, fiscal, personnel, payroll, technician, maintenance, training, and transportation areas. The following chart illustrates the distribution of the ADP workload:

DISTRIBUTION OF ADP WORK LOAD



ARMY GUARD DIVISION

MILITARY PERSONNEL BRANCH (ARMY)

GENERAL: The Military Personnel Branch, through the Assistant Adjutant General (Army), recommends policies pertaining to military personnel in the Texas Army National Guard to the Adjutant General. Administrative personnel support is provided the Adjutant General's Department and units of the Texas Army National Guard. Instructions which implement Department of the Army policies and regulations and those policies formulated by the Adjutant General relating to military personnel are announced and controlled by this branch. The branch is organized into three (3) functional sections which in general conforms to the organization found at the National Guard Bureau level. This facilitates communications regarding technical personnel matters. The organization of the branch is shown on Personnel Chart 1. Significant activities occurring in the Army Military Personnel Branch during the past fiscal year are discussed below.

AWARDS: State awards are made in accordance with Article 5789, Title 94, Military Statutes, State of Texas. U. S. Army and Air Force Awards are made to members of the Texas National Guard by the respective services. These awards are based on recommendations of the Texas National Guard units and the Awards Review Board. Awards during FY 76 are displayed on Personnel Chart 2.

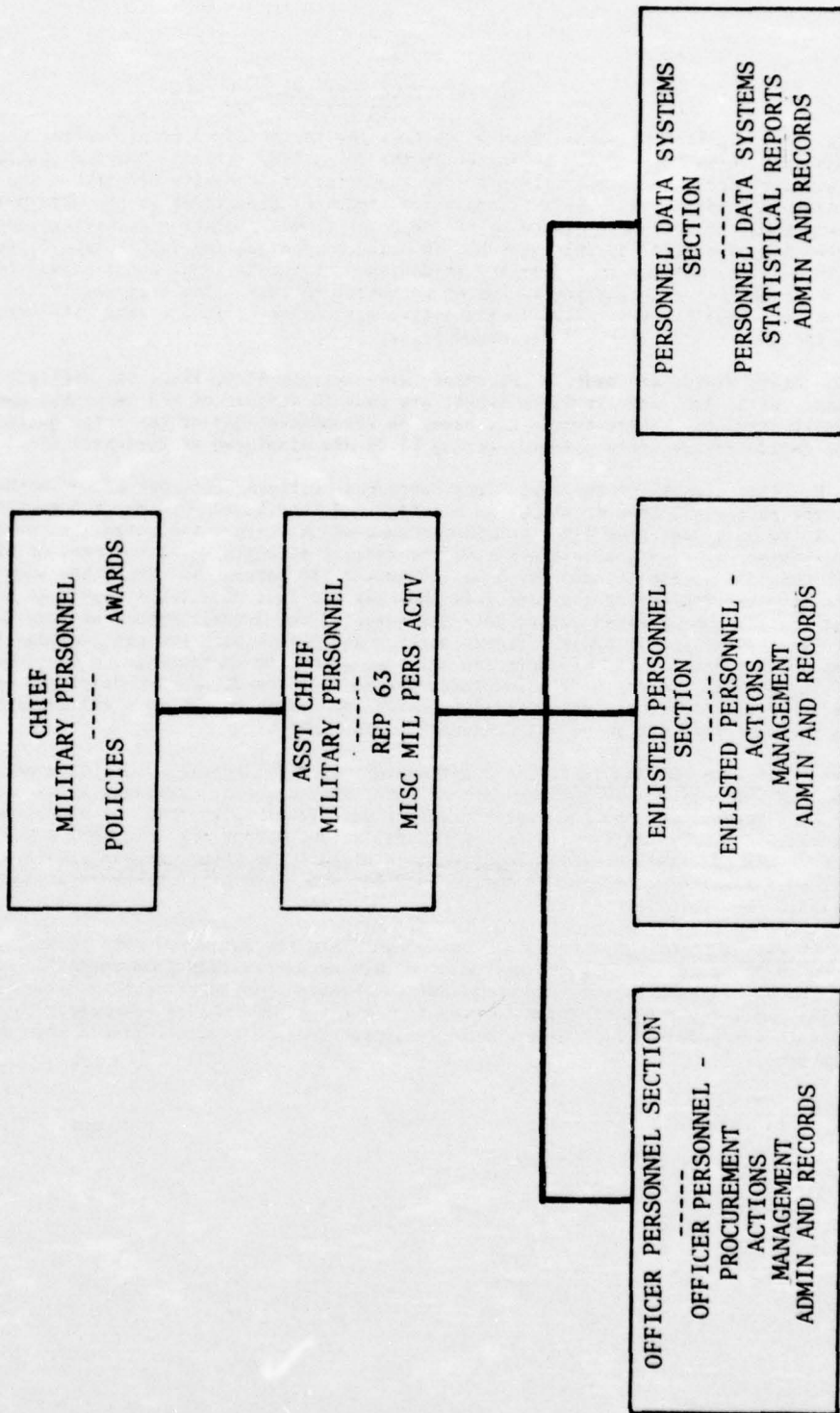
STRENGTH: The strength of the Texas Army Guard has declined below 90% of the authorized strength during the past year, however the trend has reversed itself and the last two months shows a net gain. There have been some minor reorganizations which changed the authorized strength slightly. The only major organization that effected the overall strength was the formation of the 117th Combat Support Hospital in San Antonio which is authorized 180 personnel. There has been an increase in the officer strength during the past year, however the loss of a large number of officers and warrant officers on Extended Active Duty has effected the overall number of Texas Army National Guard officers assigned. These officers on Extended Active Duty are not included in the strength figures for the State. WAC officers and enlisted women are increasing and continue to be a good recruiting source. Strength data for this year and for the decade are displayed on Personnel Charts 3 and 4. Additional data regarding gains and losses on officers and enlisted personnel during the past year are found on Personnel Charts 5 and 6.

RESERVE ENLISTMENT PROGRAM (REP63): Input spaces for REP63 enlistees are secured in direct competition with the Active Army and the United States Army Reserve. Training is secured in a greater spectrum of specialties and the system provides more flexibility than the monthly quota system used in the past. This system is paid for by Federal funds, except for telephone costs and State employees of the Adjutant General's Department involved. The REP63 program requires all non-prior service enlistees to be ordered to Active Duty for a minimum of 12 weeks at an Active Army installation(s).

PERSONNEL DATA COLLECTIONS: Personnel data input into the automated data personnel system has vastly improved in accuracy due to a new method of obtaining information from the official enlistment documents, appointment papers, and coordination between this Department, Military Pay Section and the units. All reports pertaining to personnel can now be obtained accurately by the automated processes. Pay problems have been considerably reduced and should obtain a zero deficiency in the near future.

CHARTS FOLLOW:

MILITARY PERSONNEL BRANCH



PERSONNEL CHART #1

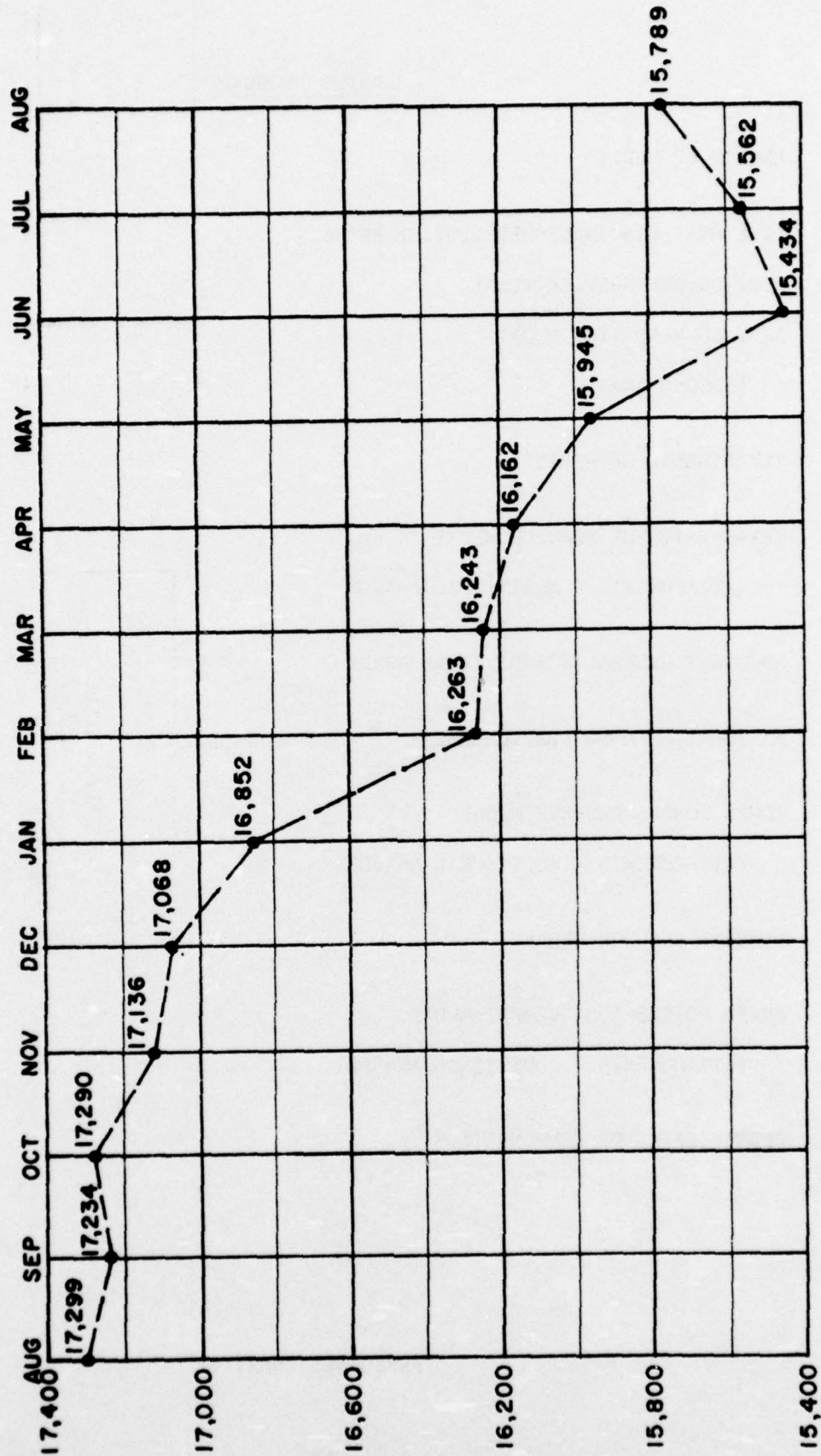
AWARDS PROGRAM

LEGION OF MERIT	1
LONE STAR DISTINGUISHED SERVICE MEDAL	8
MERITORIOUS SERVICE MEDAL	4
ARMY COMMENDATION MEDAL	71
(SECOND AWARD)	2
TEXAS MEDAL OF MERIT	113
TEXAS FAITHFUL SERVICE MEDAL	1,087
(ATTACHMENTS - ADDITIONAL AWARDS)	280
ADJUTANT GENERAL'S INDIVIDUAL AWARD	127
NATIONAL DEFENSE SERVICE MEDAL	1
ARMED FORCES RESERVE MEDAL	130
(ATTACHMENTS - ADDITIONAL AWARDS)	24
FEDERAL SERVICE MEDAL	4
ARMED FORCES ACHIEVEMENT MEDAL	935
(ATTACHMENTS - ADDITIONAL AWARDS)	132
CERTIFICATES OF COMMENDATION	94

PERSONNEL CHART #2

STRENGTH TRENDS

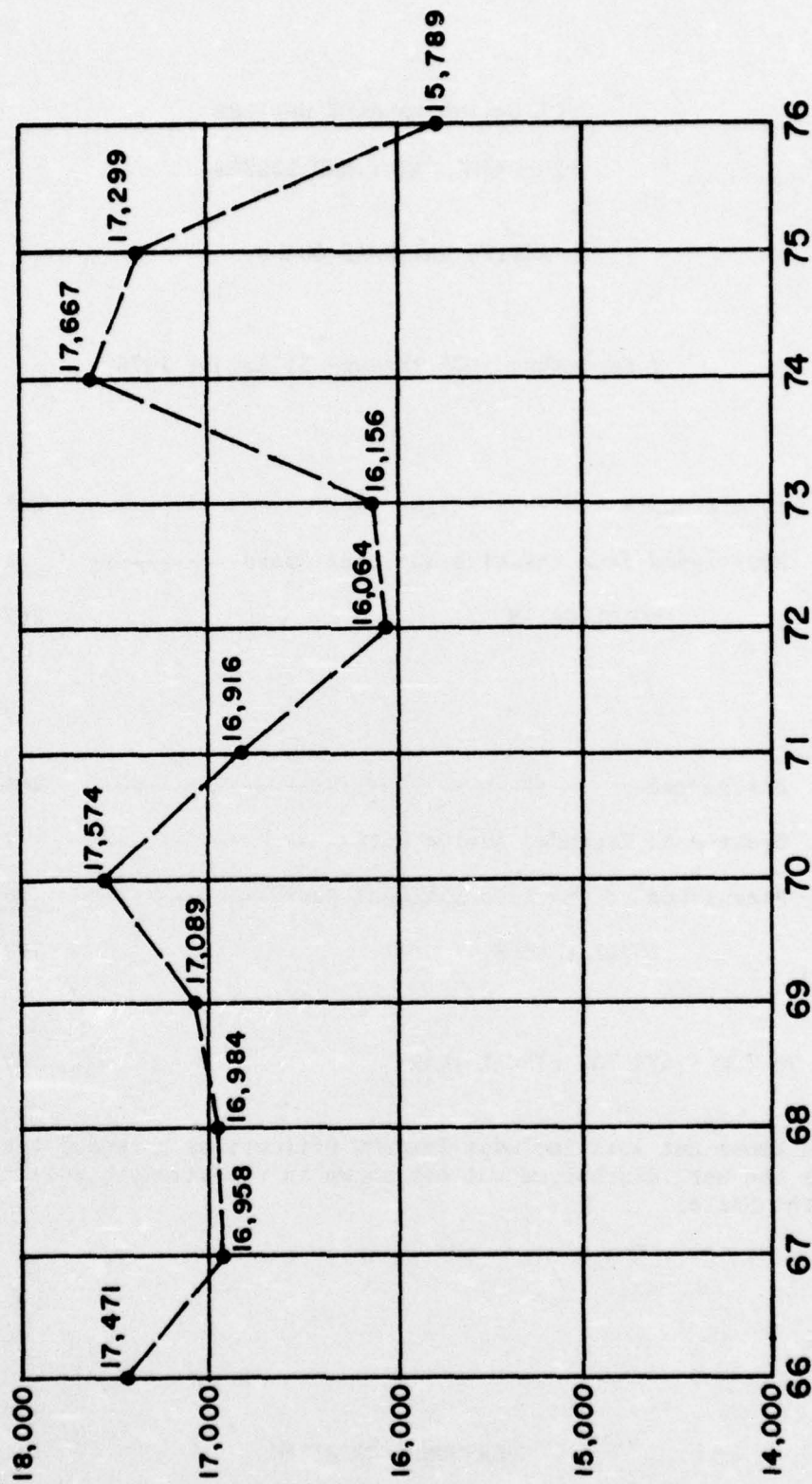
31 AUG 75 - 31 AUG 76



AUTHORIZED STRENGTH FOR TexARNG 17,643

PERSONNEL CHART #3

TexARNG STRENGTH TREND 1966 - 1976



OFFICER AND WARRANT OFFICER

PERSONNEL GAINS AND LOSSES

ACTIVE NATIONAL GUARD

1 September 1975 through 31 August 1976

GAINS

Appointments-----	258
Reassigned from Inactive National Guard-----	<u>4</u>
TOTAL GAINS	262

LOSSES

Discharged-----	264
Ordered to Extended Active Duty-----	2
Reassigned to Inactive National Guard-----	<u>26</u>
TOTAL LOSSES	292

NET LOSS TO THE STATE FOR FISCAL YEAR	30
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(The above net loss includes TexARNG Officers on Extended Active Duty who were discharged but not shown in the strength accountability of the State)

PERSONNEL CHART #5

ENLISTED PERSONNEL

GAINS AND LOSSES

1 September 1975 through 31 August 1976

GAINS

Enlistments-----	5,535
Reassignments from Inactive National Guard-----	<u>23</u>
TOTAL GAINS	5,558

LOSSES

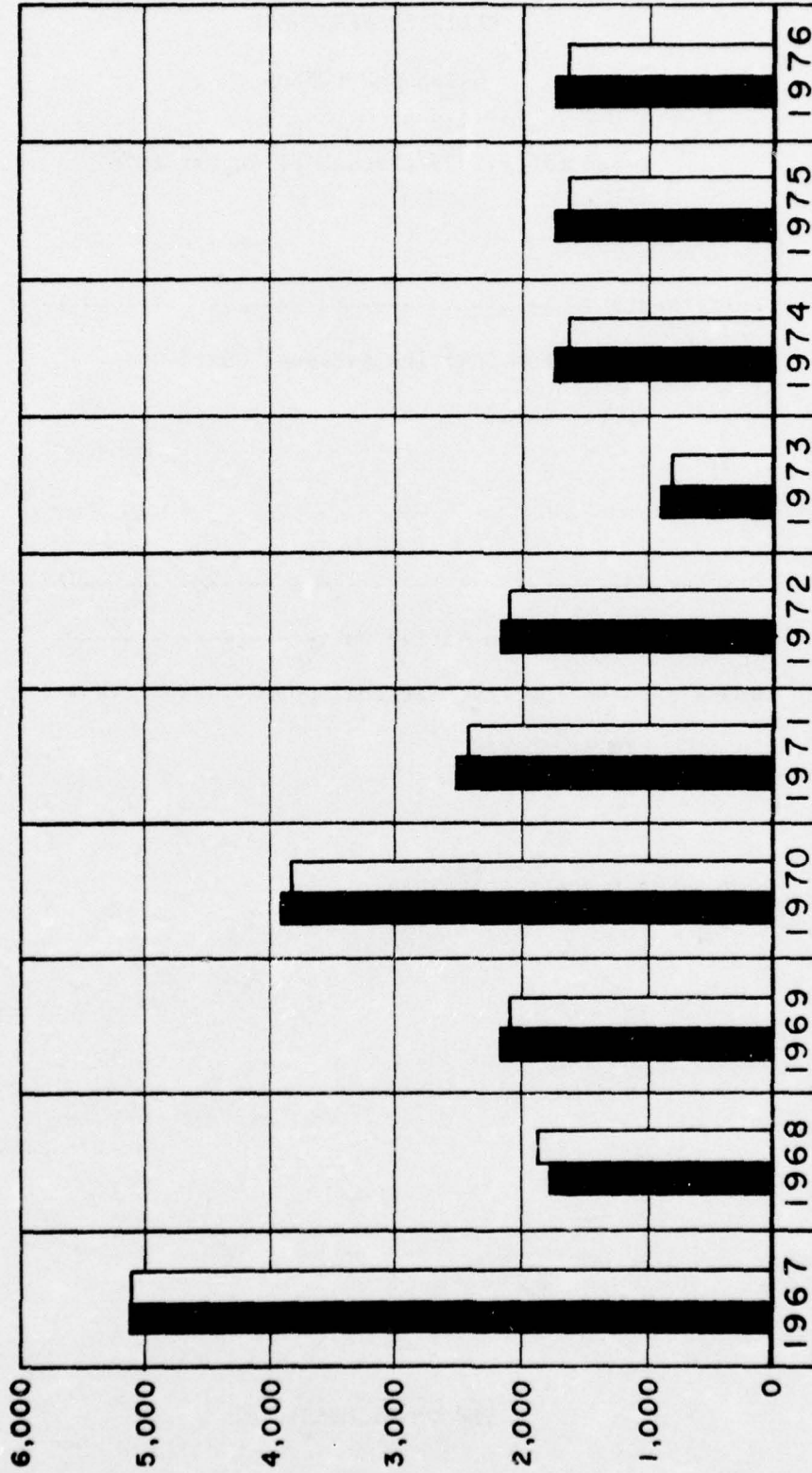
Discharged-----	6,870
Involuntary Order to Active Duty-----	114
Reassigned to Inactive National Guard-----	<u>54</u>
TOTAL LOSSES	7,038

NET LOSS TO THE STATE FOR FISCAL YEAR	1,480
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PERSONNEL CHART #6

REP - 63 ACTIVE DUTY TRAINING TexARNG

QUOTAS AND INPUTS



QUOTAS
 INPUTS

PERSONNEL CHART #7

RECRUITING AND RETENTION BRANCH

GENERAL: a. The Recruiting and Retention Branch is responsible to the Adjutant General of Texas for the formulation, planning and operation of the State Recruiting and Retention programs; for coordinating the recruiting and retention efforts of the various units in the Texas Army Guard; and for informing the Adjutant General and commanders at all levels on matters pertaining to the recruiting and retention of personnel.

b. Increased Federal mission responsibilities and recognition of the need and planning toward the support of State and local government in times of emergency have placed additional emphasis on the Recruiting and Retention program in Texas.

c. Every individual who has ever enlisted in the Texas Army Guard has been a volunteer. A zero draft environment has stimulated recruiting activities on a state wide basis. It is significant to note that the strength of the Texas Army Guard reached its highest strength, 18,550, during this zero draft period (May 1974). The strength posture of the Texas Army Guard during this reporting period has been effected primarily by the expiration of term of service (ETS) of large numbers of Texans who enlisted for six (6) years in 1969 and 1970. The majority of these personnel did not elect to continue their service.

OBJECTIVES: a. To assist in the procurement and retention of qualified men and women to adequately man the troop structure allocations of the Texas Army Guard.

b. To continue establishing the Texas Army Guard in the tradition of the pure-true volunteer, the volunteer who sincerely wants to serve his state, his nation and his fellow Texans. To aid in the development and dissemination of the history, traditions and esprit d'corps of the militia forces of Texas.

c. To assist in the development of a favorable public image and public awareness of the significance of the Texas Army Guard. This is essential to the maintenance of strength.

d. To assist in making the Texas Guard as visible to Texans as possible. Public understanding and also that of local and State officials along with private industry is vital to the recruiting climate.

MANNING: The AGTEX-RR office is manned with three (3) Federal technicians; to assist in the development and management of a statewide Recruiting and Retention program six (6) Texas Army Guard personnel have been placed on Full Time Training Duty at State Headquarters level.

MAJOR ACTIVITIES: a. In August 1973 the Regional Recruiting Command concept was developed. The five (5) Regional Recruiting Command offices are located in Austin, Dallas, Fort Worth, Houston and San Antonio, and continued to function during this reporting period. These five (5) locations are manned with from five (5) to nine (9) full time Guard recruiters and generally cover the entire state. Over 15,000 men and women have been recruited by the full time recruiting force since the implementation of this program. These Recruiting Commands were established to continue the day-to-day recruiting activities and to supplement and assist the unit recruiting effort. It is significant to note that thirty-eight (38) full time training duty (FTTD) recruiters are now employed as technicians in the Army Guard program. The strength of each individual unit is the responsibility of each unit commander.

b. To assist in the development of a strong and productive Unit Level Recruiter program. This is considered essential to the on-going recruiting program. (Unit Level Recruiters are individuals who are unit members who hold regular civilian jobs and recruit during regular training assemblies and at other times)

c. A highly productive "Stay Behind" recruiting program was conducted during the 1976 annual field training periods of major commands. Recruiters from low strength units stayed at their home armories and recruited while their units were at field training sites. This program produced a total of 650 enlistments in the Texas Army Guard during a period that would normally have been void of enlistments.

d. Fourteen (14) unit level recruiter schools were conducted for Texas Army Guardsmen during the reporting period to train additional unit level recruiters to perform unit level recruiting activities and to perform the "Stay Behind" recruiting duties during the 1976 annual field training period.

e. During this reporting period, the Texas Guard (both Army and Air) was represented at the State level in the following local, State or National conventions/association meetings:

- (1) San Antonio Livestock Show and Fair, San Antonio, Texas, 10-22 February 1976
- (2) Victoria Livestock Show, Victoria, Texas, 11-14 March 1976
- (3) Industrial Expo Job Fair, San Angelo, Texas, 9-10 April 1976
- (4) Vocational Industrial Club of America State Conference, Dallas, Texas, 23-24 April 1976
- (5) Kelly Air Force Base Bicentennial Celebration, San Antonio (Kelly Air Force Base), Texas, 13-15 May 1976
- (6) League of United Latin-American Citizens Convention, Galveston, Texas, 23-27 June 1976
- (7) American GI Forum Convention, Fort Worth, Texas, 7-10 July 1976
- (8) Future Farmers of America State Convention, Dallas, Texas, 13-16 July 1976
- (9) Bergstrom Air Force Base Aero-Fest, Austin (Bergstrom Air Force Base), Texas, 7 August 1976
- (10) Other local unit type activities manned and supported from unit assets

NOTE: Each of the above Texas Guard displays were set up and manned by uniformed Guard personnel to establish contact with participants, develop center of influence, etc. The manning was composed of both male and female; officers and enlisted; Air and Army Guard; and all ethnic groups.

f. Texas Army Guardsmen continued their assignments at Active Army Recruiting Stations in Dallas, Houston, San Antonio and at Fort Hood to coordinate the Guard and Reserve program with the Active Army and other branches of service.

g. Procurement of equipment, recruiting materials and other related items from allocated Federal funds to support the Recruiting and Retention program were provided for units of the Texas Army Guard.

h. Distribution of over 1,500,000 items of Recruiting and Retention material was made to Texas Army Guard units. These items ranged from assorted Guard literature and pamphlets to low cost mass "give away" items, such as pens, pencils, key chains, coasters, etc., to further develop the Guard image.

i. An effective female enlistment program was begun and the Texas Army Guard now has 389 women (14 officers and 375 enlisted). Enlisted and officer female personnel are now members of Texas Army Guard units and their duties range from medical to administrative to mechanics to aviation to communications. Twenty-one (21) of these women are either State or Federal employees of the Texas Army Guard on a full time basis.

j. Over 2,000 black men and women (female: 1 officer, 129 enlisted; male: 23 officers, 1,892 enlisted) are now members of the Texas Army Guard. One can truly state that the Guard Belongs to all Texans.

k. During this reporting period 4,183 men and women were enlisted in the Texas Army Guard by Regional Recruiting Command personnel. There were significant personnel losses from completion of military obligation, personnel moving out-of-state, medical reasons, enlisting in the regular service components, unable to adjust to military environment while attending basic training and other factors. The strength of the Texas Army Guard varied during the reporting period and is currently 89.4% of authorized strength as of the end of the reporting period.

CONCLUSION: It is the belief of the Adjutant General's Department that with adequate State and Federal support, Texas will provide the manpower to provide manning of authorized positions. Public knowledge and awareness of the Texas Guard and its mission is essential. Our history traditionally shows that given a reasonable set of circumstances, we can maintain acceptable strength levels.

OPERATIONS AND TRAINING BRANCH

MISSION: The mission of the Operations and Training Branch is to provide long-range planning and execution in the field of Texas Army National Guard organization and training. In accomplishing this mission, the following functions are performed throughout the year:

- a. Supervises and coordinates the Readiness Improvement Program of TexARNG units.
- b. Implements Force Status and Identity (FORSTAT) reporting for TexARNG units and provides input data to NGB.
- c. Reviews and processes Reserve Component Unit Readiness Reports for all TexARNG mobilization entities.
- d. Coordinates matters pertaining to the activation, inactivation, consolidation, reorganization and redesignation of TexARNG units in accordance with directives from NGB.
- e. Coordinates all pre-annual training planning to include training conferences and allocation of Pre-Camp Reconnaissance and Conference mandays utilized by all units.
- f. Plans and programs fund resources to conduct required school program and special tours attended by Army Guardsmen.
- g. Plans, coordinates and supervises the operation of State controlled training sites.

To accomplish the above functions, the Operations and Training Branch is organized into the following sections:

- a. Operations and Training Readiness Section: Provides overall coordination and implementation of training and operations of the Texas Army National Guard.
- b. Schools Section: For coordination, planning and administration of various military school programs.

ANNUAL TRAINING: During the period June - July 1976, units of the Texas Army National Guard attended Annual Training. Units attended as follows:

<u>UNIT</u>	<u>DATE</u>	<u>LOCATION</u>
State Hq & Hq Det	Year-Round Tng	Various
HHD 536th Trans Bn	Year-Round Tng	Various
1444th Trans Co	Year-Round Tng	Various
536th Avn Co	Year-Round Tng	Various
HHC 111th Spt Cp	Year-Round Tng	Various
Det 2 149th AG Co (49th AD Band)	Year-Round Tng	Various
100th PI Det	Year-Round Tng	Various
117th Cbt Spt Hosp	Year-Round Tng	Various
142d Spt Cen, RAO	Year-Round Tng	Various
HHC 111th Avn Gp	5-19 Jun 76	Fort Campbell, KY
HHC 49th Armd Div	5-19 Jun 76	Fort Hood, TX
HHC 1st Bde 49th Armd Div	5-19 Jun 76	Fort Hood, TX
HHC 3d Bde 49th Armd Div	5-19 Jun 76	Fort Hood, TX
HHC 49th DISCOM	5-19 Jun 76	Fort Hood, TX
149th AG Co (-)	5-19 Jun 76	Fort Hood, TX
49th Fin Co	5-19 Jun 76	Fort Hood, TX
Avn Co 49th Armd Div	5-19 Jun 76	Fort Hood, TX
249th Sig Bn	5-19 Jun 76	Fort Hood, TX
111th Engr Bn	5-19 Jun 76	Fort Hood, TX
1st Bn 141st Inf	5-19 Jun 76	Fort Hood, TX
2d Bn 141st Inf	5-19 Jun 76	Fort Hood, TX
3d Bn 141st Inf	5-19 Jun 76	Fort Hood, TX

UNIT	DATE	LOCATION
3d Bn 144th Inf	5-19 Jun 76	Fort Hood, TX
1st Bn 112th Armor	5-19 Jun 76	Fort Hood, TX
3d Bn 112th Armor	5-19 Jun 76	Fort Hood, TX
5th Bn 112th Armor	5-19 Jun 76	Fort Hood, TX
6th Bn 112th Armor	5-19 Jun 76	Fort Hood, TX
249th S&T Bn (-)	5-19 Jun 76	Fort Hood, TX
949th Maint Bn (-)	5-19 Jun 76	Fort Hood, TX
111th Med Bn (-)	5-19 Jun 76	Fort Hood, TX
211th Engr Dredge Det	12-26 Jun 76	Mobile Engr Dist, AL
HHC 2d Bde 49th Armd Div	13-27 Jun 76	Fort Hood, TX
HMB 49th Div Arty	13-27 Jun 76	Fort Hood, TX
2d Bn 142d Inf	13-27 Jun 76	Fort Hood, TX
1st Sqdn 124th Cav	13-27 Jun 76	Fort Hood, TX
2d Bn 112th Armor	13-27 Jun 76	Fort Hood, TX
4th Bn 112th Armor	13-27 Jun 76	Fort Hood, TX
2d Bn 131st FA	13-27 Jun 76	Fort Hood, TX
1st Bn 133d FA	13-27 Jun 76	Fort Hood, TX
3d Bn 133d FA	13-27 Jun 76	Fort Hood, TX
4th Bn 133d FA	13-27 Jun 76	Fort Hood, TX
Co B 249th S&T Bn	13-27 Jun 76	Fort Hood, TX
Co C 949th Maint Bn	13-27 Jun 76	Fort Hood, TX
Co E 949th Maint Bn	13-27 Jun 76	Fort Hood, TX
Co F 949th Maint Bn	13-27 Jun 76	Fort Hood, TX
Co C 111th Med Bn	13-27 Jun 76	Fort Hood, TX
Det 1 149th AG Co	13-27 Jun 76	Fort Hood, TX
HHC 36th Abn Bde	4-18 Jul 76	Fort Chaffee, AR
1st Bn (Abn) 143d Inf	4-18 Jul 76	Fort Chaffee, AR
2d Bn (Abn) 143d Inf	4-18 Jul 76	Fort Chaffee, AR
1136th Med Det (Air Amb)	4-18 Jul 76	Fort Chaffee, AR

ATTENDANCE AT ANNUAL TRAINING 1976

DATE AND LOCATION	ACTUAL	CONSTRUCTIVE	TOTAL
Year Round Training 1 Jan - 30 Sep 76	927	49	976
Camp Mabry, TX 11-25 Jul 76	142		142
Fort Campbell, KY 5-19 Jun 76	84	11	95
Fort Hood, TX 5-19 Jun 76	5,801	1,246	7,047
Fort Hood, TX 13-27 Jun 76	3,712	732	4,444
Mobile Engr Dist, AL 12-26 Jun 76	62	4	66
Fort Chaffee, AR 4-18 Jul 76	792	279	1,071
TOTALS:	11,520	2,321	13,841

REORGANIZATION OF TEXARNG UNITS: The most significant reorganization actions completed during FY 76 were as follows:

a. Activation of the 117th Combat Support Hospital. This action resulted in redesignation of Co B, 111th Medical Battalion and moving unit to Dallas, Texas.

b. As of 1 August 1976, 50% of remaining units had experienced minor reorganization actions.

c. The above actions resulted in a net gain to the State Troop Structure of one company sized unit and an increase in authorized strength of 181 over FY 75.

SCHOOL TRAINING PROGRAM: The School Training program of the Texas Army National Guard provides a means of developing and maintaining a proficient and professional citizen-soldier. It offers both officer and enlisted personnel a means of improving their military skills by participation in U. S. Army Service Schools, U. S. Army Reserve Schools (USAR), Army Area Schools and Extension Courses.

Attendance at Service Schools, conducted at active Army installations, is encouraged to the utmost. By exposing the Guardsman to the professional instruction on modern equipment and current doctrine, the Guardsman maintains an equal footing with his counterpart in the Active Army. During Federal FY 76, 359 Guardsmen attended Army Service Schools. U. S. Army Reserve Schools, conducted by the U. S. Army Reserve, offer basic, advanced, C&GSC and National Security Courses for officers as well as Military Occupational Specialty (MOS) courses and Reserve Component Noncommissioned Officer Academies for enlisted personnel. With the ever-increasing educational requirements being placed on the Guardsman, it is apparent that the USAR School System is fast becoming the primary source of military instruction. During FY 76, 107 Guardsmen attended USAR Schools.

Army Area/Unit Schools have become one of the primary means of qualifying Guardsmen in primary and secondary MOS skills. The objective of the Army Area/Unit School is to design a Program of Instruction (POI) to meet specific needs. The POI, once approved, is presented at key locations within the State, thus allowing maximum attendance at a minimum cost. In addition, Army Area Schools are conducted at major Army posts which present branch oriented instruction. During FY 76, 916 Guardsmen attended Army Area Schools.

Extension Courses: During FY 76, Guardsmen enrolled in 1,620 extension courses, completing 6,985 subcourses and 659 full courses of instruction. Extension course enrollment varied from individual subcourse MOS refreshers to the Sergeant Major Nonresident/Resident Course and the U. S. Army War College Course.

The School Program is supported from funds appropriated by Congress and allocated to the State by the National Guard Bureau. During Federal Fiscal Year 1976 (1 Jul 75 - 30 Jun 76) this monetary support to the Texas Army National Guard was \$1,407,100 (O&T Chart 1).

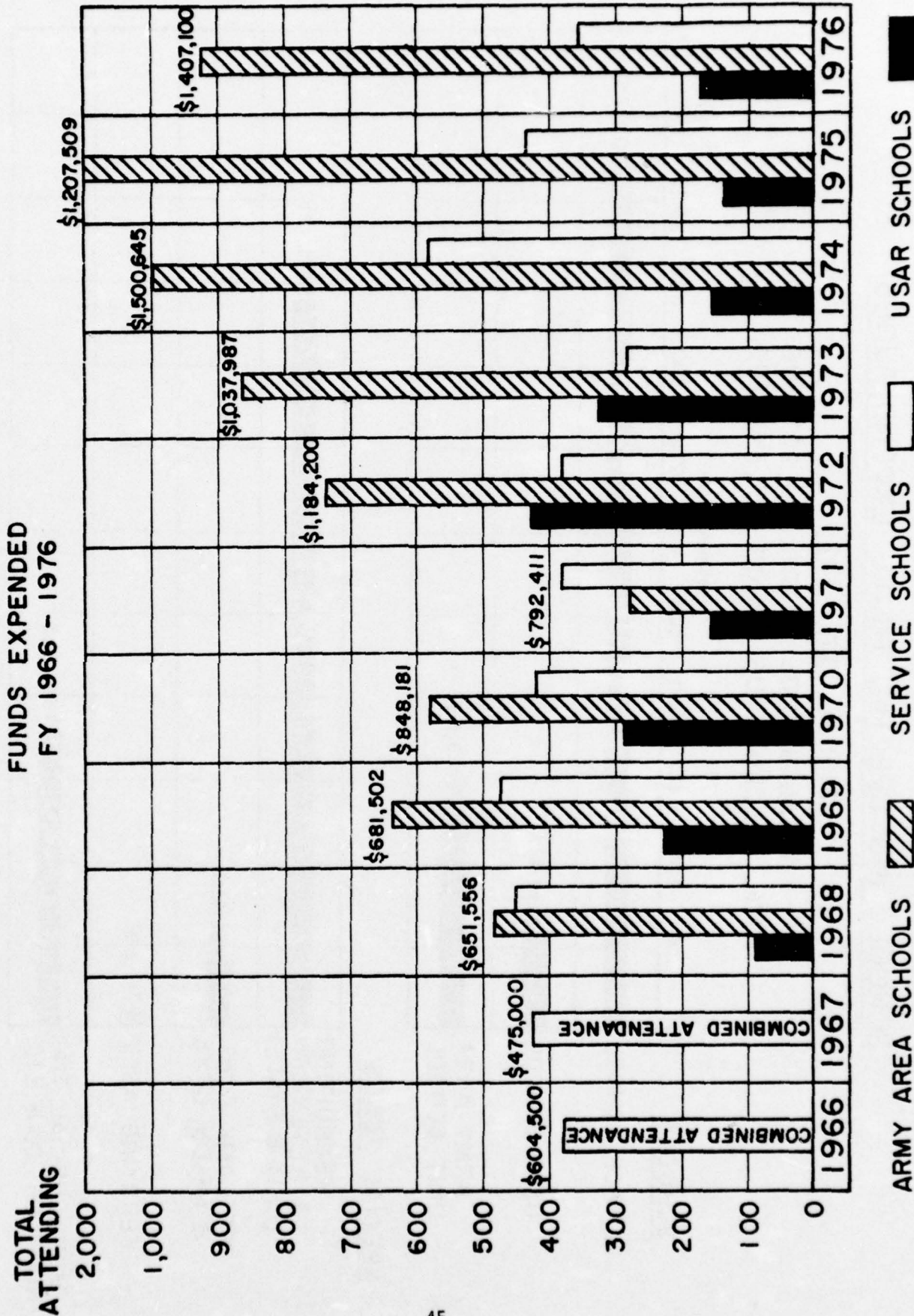
SPECIAL TOURS: The National Guard Bureau provides the Texas Army National Guard with funds to support various special training attended by Guardsmen throughout the year. Major areas of special training are as follows:

- a. Recruiting and Retention (Unit and State)
- b. Pre-Camp Conference and Reconnaissance
- c. Ferrying Aircraft
- d. Command Post Exercises
- e. Miscellaneous Special Training (National Guard Bureau Tours, Training Conferences, Promotion and Retention Boards, etc.)

During FY 76, the special training funds totalled \$1,342,700 (O&T Chart 2).

INACTIVE DUTY TRAINING (IDT) TRAVEL: IDT Travel funds are provided by the National Guard Bureau to support unit commercial transportation requirements to and from training sites during IDT training. During FY 76, NGB funded \$89,500 for Texas Army National Guard units.

COMPARATIVE TOTAL SCHOOL ATTENDANCE

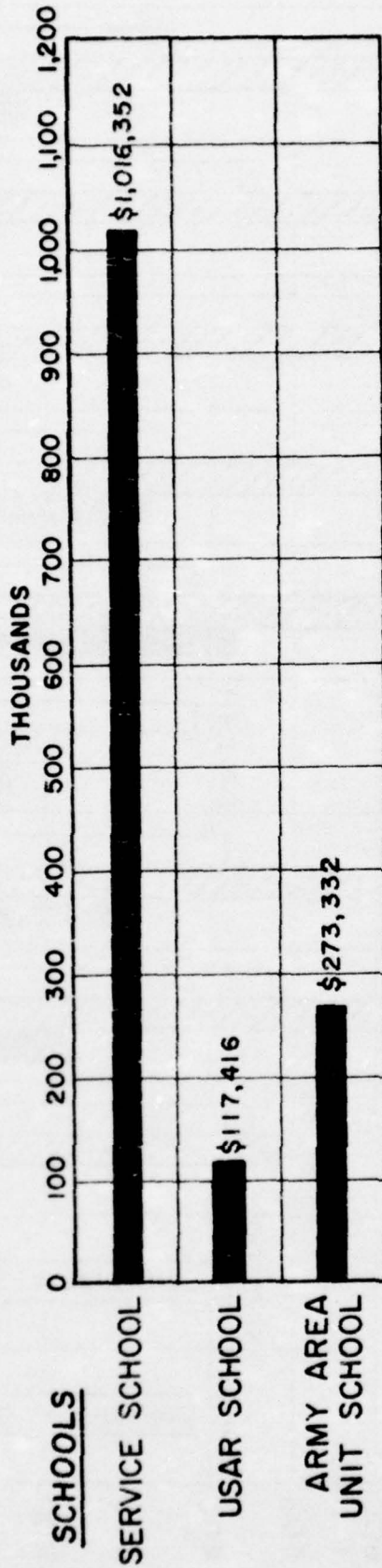


SCHOOL AND SPECIAL TOURS EXPENDITURES

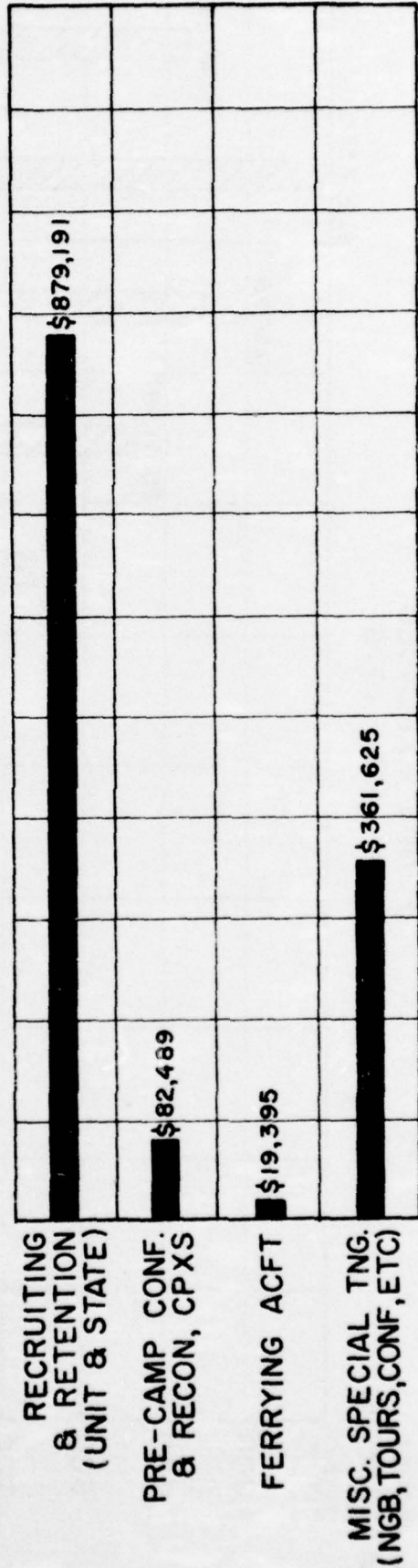
FISCAL YEAR 1976

TOTAL SCHOOL FUNDS: \$1,407,100

TOTAL SPECIAL TOUR FUNDS: \$1,342,700



SPECIAL TOURS



MILITARY SUPPORT BRANCH

MISSION: The primary mission of the Military Support Branch is to develop, maintain and implement contingency plans and procedures for the mobilization and deployment of State of Texas military forces and resources. In addition to its primary mission, the branch conducts the Department's Intelligence function, the Nuclear, Biological and Chemical (NBC) program, the activities associated with the federal Occupational Safety and Health Act (OSHA) and other special activities as directed by the Adjutant General.

ORGANIZATION: The Military Support Branch is a major division of the Adjutant General's Department and functions under the direct supervision of that office. The branch is staffed with a Plans, Operations and Military Support Officer, a Plans and Operations Specialist, two Operations and Intelligence Specialists and a secretary.

FUNCTIONS AND ACTIVITIES:

a. Contingency Plans and Operations: The branch develops, provides, maintains, exercises, tests and otherwise prepares to conduct operations in two major categories of military contingency plans and procedures. One category includes those plans for operations in a State Active Duty status, designed to assist and support civil authorities in the State of Texas in response to disasters and civil disorders. The other category includes the plans for operations in a Federal Active Duty status, designed to support the nation's war plans and to assist State of Texas civil defense efforts in a nuclear environment. During the period covered by this report, contingency preparations and operations consisted of the following major activities:

(1) State military forces and equipment were involved in only one day of State Active Duty, which was in response to flood evacuation at Bend, in San Saba County, on 4 July 1976. Six personnel, two helicopters and associated refueling equipment from the 49th Armored Division, Texas Army National Guard, assisted civil authorities in air search of the Colorado River from Buchanan Lake to U. S. Highway 190 east of the City of San Saba. The support effort was responsive to the situation and efficiently accomplished the mission.

(2) In November 1975, the Military Support Branch developed, controlled and evaluated for the State Headquarters and Headquarters Detachment an exercise called SNOW BALL I, which was concerned with command and control responses and procedures for natural disaster and civil disorder situations. Specifically, the exercise dealt with the alert, mobilization and commitment of state military forces in support of civil government for blizzard conditions in the Panhandle concurrent with an imminent "Truckers" strike in the Rio Grande Valley.

(3) The Military Support Branch planned, conducted and supervised participation by the State Headquarters and Headquarters Detachment in a Department of Defense exercise entitled POLE VAULT 76, which tested and evaluated the capabilities and response of federal agencies to defense civil preparedness in conjunction with a limited nuclear strike on the United States. The Adjutant General's Department of Texas was one of two in the nation chosen to participate. Selected player personnel were placed in a federal active duty status during the five-day period of 8-12 March 1976.

(4) All contingency plans and standing operating procedures (SOP's) were reviewed for currency, and the following changes were instituted and distributed to subordinate commands and interested agencies and headquarters:

(a) OPLAN 1 (Military Support of Civil Defense in a Nuclear Environment). Change 4 was published 3 May 1976, effecting changes in terminology and distribution formula and adding a new list of forces in the task organization. Change 5 was published 10 June 1976, revising the list of available forces.

(b) OPLAN 2 (Land Defense of Strategic Installations). An additional mission was added and assigned. Implementing plans by the tasked organization are currently being prepared.

(c) Mobilization (Federal Mobilization of the Texas Army National Guard). A change to the movement control portion is currently being staffed.

(d) OPLAN CLAMPDOWN (State Civil Disturbance Plan). Change 3, adding protective marking and effecting minor change in aircraft missions was published 5 January 1976. A further change to aircraft missions was made with Change 4 on 21 January 1976.

(e) OPLAN HURRICANE (Texas Coastal Areas). Change 3, effecting minor task reorganization, was published 1 April 1976.

(f) SOP for State Active Duty. Change 4, effecting task composition, was published 1 April 1976. On 11 May 1976, change 5 was published to create additional command and control communications capability.

(g) The following documents were reviewed and found to require no change:

OPLAN SECURE III (Austin Civil Disturbance)
OPLANS ALPHA and ALPHA I (Trucker Strike Violence)
SOP for Emergency Operations Center
Military Support of Civil Authorities (Booklet Guide for Civil Government Officials)
Executive Guide, Employment of State Military Forces (Booklet Guide for Governor and Staff)

(5) A review and adjustment of civil disturbance equipment and ammunition was made to create a more practical and responsive allocation and storage locationing.

b. Liaison with other State Agencies:

(1) The Military Support Branch participated in the Civil Preparedness Director/Coordinator Seminars conducted by the Division of Disaster Emergency Services, Texas Department of Public Safety, with orientation briefings on available military support and request procedures.

(2) The branch supported the Emergency Operations Simulation Training (EOST) conducted by the Division of Disaster Emergency Services with installed wire and radio communications nets and guidance to player personnel on military support concept and preparedness. EOS's were supported at the following locations:

<u>DATE</u>	<u>LOCATION</u>
17 September 1975	Harlingen
30 October 1975	Dimmit
11 December 1975	Muleshoe
30 January 1976	Dickinson
18 March 1976	Del Rio
25 March 1976	Beeville
25 March 1976	Pasadena
8 April 1976	Denison
23 April 1976	Abilene
23 June 1976	Garland
29 July 1976	Seabrook
25 August 1976	Clute

c. Members of the Military Support Branch attended the annual State Defense Civil Preparedness Conference conducted at the Villa Capri Motel in Austin, 25-26 February 1976.

d. Intelligence Operations: The Military Support Branch conducts the Department Intelligence activities by maintaining liaison with local, state and federal law enforcement agencies and through command channels, by supervising and monitoring intelligence training activities in the Texas Army National Guard and by directing the following specified security programs:

(1) The Communication Security (COMSEC) program for all Texas Army National Guard units, which includes policy for establishing secure communications coding equipment accounts, issue of coding equipment and account inspections.

(2) Personnel Security, which includes the authority and procedures for obtaining security clearances, approval and issue of CONFIDENTIAL clearances and the monitoring of requests for SECRET and TOP SECRET clearances prior to their submission for consideration to Headquarters, Fifth U. S. Army.

(3) Safeguarding classified documents, which includes the guidance, supervision and inspection for classification, use and storage procedures.

e. Nuclear, Biological and Chemical (NBC) Program: The branch is responsible for directing NBC training and readiness, to include supervision and assistance to major commands of the Texas Army National Guard in administering and instructing the programs and adherence to nuclear surety requirements for units with a nuclear delivery capability.

f. Special Operations:

(1) The branch conducted and published the results of a sample survey of safe work areas and conditions in one armory and organizational maintenance shop in conjunction with the Occupational Safety and Health Act (OSHA). The results were distributed as an example checklist to all Texas Army National Guard facilities.

(2) In cooperation with the Texas Railroad Commission and the Department of Public Safety, the branch coordinated the use of Texas Army National Guard armories for the presentation of Hydrogen Sulfide Gas Seminars. The seminars, scheduled as follows, were attended by branch personnel and selected Army National Guard representatives:

<u>DATE</u>	<u>LOCATION</u>
14 April 1976	Tyler
22 April 1976	Lubbock
28 April 1976	San Antonio
12 May 1976	Athens
19 May 1976	Midland
26 May 1976	Amarillo

ARMY AVIATION

GENERAL: Army Aviation within the Texas Army National Guard utilizes the basic concept of centralized control and economy of operation. In consonance with this concept, aviation assets are consolidated for the conduct of training and maintenance, with due consideration to geography and recruiting.

MISSION: The mission of Army Aviation is to contribute to the capability of the Army to conduct prompt and sustained combat. In addition, units of the Texas Army National Guard have a dual mission as stated in NGR 350-1:

a. Federal or State. To provide units organized, equipped and trained to function efficiently at existing strength in the protection of life and property and the preservation of peace, order and public safety under competent orders of Federal or State authorities.

b. Federal. To provide trained units and qualified individuals available for active duty in time of war or national emergency in support of the Army's war plans and at such other times as the national security may require augmentation of the active forces.

ORGANIZATION: The Army Aviation branch consists of a State aviation officer and a secretary. The branch functions under the supervision of the Command Administrative Assistant.

FUNCTIONS: State aviation officer, a rated officer and an ARNG technician, occupies a special staff position in the State Headquarters and Headquarters Detachment. Responsibility includes the establishment and staff supervision of the State aviation program. Specific duties include:

a. Supervision of the three Army Aviation Support Facilities (AASF) and the one Army Aviation Flight Activity (AAFA).

b. Staff coordination with National Guard Bureau and other State/Federal agencies in all matters pertaining to Army aviation operations, training, maintenance and safety.

c. Coordination of joint use of State Army aviation assets by the various ARNG organizations within the State.

d. Preparation and coordinating budgetary information required to support the Army aviation program

e. Insuring that Army National Guard aircraft are used exclusively for official purposes.

SUPPORT FACILITIES/FLIGHT ACTIVITY: Army aviation is supported on a full-time basis by three Army Aviation Support Facilities (AASF), located at Austin Municipal Airport, Grand Prairie Army Airfield and San Antonio Army Airfield, and one Army Aviation Flight Activity (AAFA), located at Ellington AFB, Houston. These aviation facilities are organized to provide centralized control, proper utilization and operation of the aviation assets. They provide organizational maintenance for assigned aircraft and direct support and limited general support maintenance for all aircraft supported by the facility. An AAFA differs from an AASF in that the level of support maintenance rendered is limited to organizational and limited direct support maintenance. The training, operational supervision and administrative responsibilities remain just as valid even though the manning level is lower. The AASF/AAFA is supervised by a commander (technician) and staffed with technicians for the purpose of conducting, on a day-to-day basis, individual aviator proficiency flight training and maintenance of assigned aircraft. The facility provides for supervision and administration of Additional Flight Training Periods (AFTP) and all other aviation activities not conducted during unit training assemblies and annual training. The facility commander has administrative and property book responsibility. These four facilities are authorized 197 National Guard technicians but funding support received from the National Guard Bureau only provided for the employment of 153 technicians. This equates to 77.6% of the authorized support.

CONDITION OF FACILITIES:

a. The Austin AASF continues as the "show-place" of the Texas ARNG aviation facilities. In spite of this distinction, exterior vehicle and aircraft parking space has become a premium item and is critical in nature. Reorganizations and aircraft changes since construction have created this environment. Steps are being taken to expand this facility by additional land acquisition and an updated building program.

b. The San Antonio AASF has recently undergone expansion that increases the maintenance capability equal to its mission requirements. Currently in the planning stage is new construction for the administrative and operational functions due to realignment/reassignment of presently occupied space in the existing armory.

c. The Grand Prairie AASF is still housed in outdated, outmoded World War II facilities that are totally inadequate. However, new construction at NAS Dallas will soon be completed which will bring this facility up to appropriate standards. Actual occupation is projected for October-November 1976.

d. The Houston AAFA is currently housed at Ellington AFB in a line hangar which meets today's criteria standards. Decision for determination of the fate of Ellington AFB is pending at this time. The impact of this decision could be a factor of great concern to the longevity of this activity.

AIRCRAFT ASSETS: The current fleet consists of nearly all first-line, turbine-powered combat aircraft, lending credence to the "One Army Concept". All TOE units have on-hand 100% of authorized aircraft except Troop D, 1st Squadron 124th Cavalry which has three UH-1B and six UH-1C/M helicopters as substitutes for nine AH-1G Cobra gunships. Value of Army National Guard aircraft assigned to this State is in excess of \$30 million, based upon factory flyaway costs. Armament systems and avionics improvement equipment and installation are not included in this figure. Total value approximates \$40 million.

AIRCRAFT ASSETS BY UNIT

<u>UNIT</u>	<u>LOCATION</u>	<u>OH-58A</u>	<u>UH-1B</u>	<u>UH-1C/M</u>	<u>UH-1D/H</u>	<u>CH-47A</u>	<u>U-3A</u>
<u>SHHD</u>	Austin						2
<u>Base Unit Command</u>							
111th Avn Gp	Austin	3			2		
36th Abn Bde	Houston	4			2		
536th Avn Co	Grand Prairie				1	16	
1136th Med Det (Air Amb)	Houston				6		
<u>49th Armd Div</u>							
1st Bde	San Antonio	4					
2d Bde	Fort Worth	4					
3d Bde	Dallas	4					
Trp D 1/124th Cav	Austin	10	3	6	8		
DivArty	San Antonio	14					
Avn Co	San Antonio	6			4		
Co E (TAM)	Austin				1		
		<u>49</u>	<u>3</u>	<u>6</u>	<u>24</u>	<u>16</u>	<u>2</u>

AIRCRAFT ASSETS BY LOCATION

(Supporting AASF/AAFA)

	<u>TOTAL</u>	<u>OH-58A</u>	<u>UH-1B</u>	<u>UH-1C/M</u>	<u>UH-1D/H</u>	<u>CH-47A</u>	<u>U-3A</u>
Austin	33	13	3	6	10		1
San Antonio	29	24			4		1
Grand Prairie	26	8			2	16	
Houston	12	4			8		
	<u>100</u>	<u>49</u>	<u>3</u>	<u>6</u>	<u>24</u>	<u>16</u>	<u>2</u>

ANNUAL FLYING HOUR PROGRAM: Of the 14,825 programmed flying hours for FY 76, 14,877 (100.35%) were accomplished. Established guidelines allow a \pm 2% without further authority. Presently assigned aviators total 192, consisting of 106 commissioned officers and 86 warrant officers.

ARMY AVIATION STANDARDIZATION: This program is a commander's tool for unit readiness and incorporates all aspects of aviation crewmember and crew qualification, proficiency, tactics, training, maintenance and safety. The goal is to enhance unit readiness, aviation safety and professionalism through standard procedures and techniques. Standardization is being accomplished by the following actions:

- a. Implementation of standardized policy and procedures through the State standardization board that is established at this headquarters. This board provides positive guidance and monitoring. It is structured by membership to conduct continuing business when not in formal session.
- b. Operating Army aircraft in accordance with standardized procedures and applicatory technical literature to achieve the requirements for tactical effectiveness and aviation safety.
- c. Designating standardization instructor pilots (SIP) and instructor pilots (IP) to insure attainment of a high degree of individual aviator proficiency.
- d. Insuring successful accomplishment of periodic standardization flight evaluations and the Army Aviation Annual Written Examination.

STATUS OF TRAINING PROGRAMS:

a. Instrument qualification: Goal is 100% qualification for all Army aviators. Texas ARNG aviators are attaining/maintaining their instrument qualifications within the guidelines established by regulation.

b. Nap-of-the-Earth Training: The long-range objective of the NOE training program is to train and qualify all rotary wing aviators in NOE flight techniques. The initial priority for training is qualification and maintenance of proficiency of those aviators assigned to tactical units which habitually operate near the forward edge of the battle area (FEBA). Phase I (establishment of training courses, training instructors, etc.) has been completed. Phase II is in progress and consists of the following:

(1) Training and qualification completion of all priority I aviators (air cavalry troop, air ambulance detachment, artillery and brigade aviation sections) for NOE operations. These aviators will be completed by the scheduled target date, 31 December 1976.

(2) Familiarization in NOE and demonstrated proficiency in contour flying and low level navigation for priority II aviators (division aviation company, group headquarters, engineer and signal battalions, and discom aviators).

(3) Familiarization in NOE and demonstrated proficiency in low level flying and low level navigation for priority III aviators (assault support helicopter company). Phase II for priority II and III aviators is continuing to progress at a satisfactory rate. Reserve component target date has not yet been identified by FORSCOM. Phases III and IV are established as completion of NOE program and continuous maintenance of individual proficiency for NOE operations and unit application of NOE tactics.

c. Aerial Gunnery Training: Aviators assigned to armed helicopter units are required to qualify annually on all aerial weapons subsystems assigned. This is a continuing on-going program that is accomplished at Fort Hood, Texas, as determined by range and ammunition availability.

SIGNIFICANT EVENTS:

a. D Troop (Air), 1st Squadron 124th Cavalry, 49th Armored Division, Texas Army National Guard was selected as Regional Winner of the Outstanding Reserve Component Aviation Unit Award for 1975-76. This award is sponsored by the Army Aviation Association of America and indorsed by Department of the Army and National Guard Bureau as a forum for recognition of excellence "to the aviation unit that has made an outstanding contribution to or innovation in the employment of Army aviation OVER AND ABOVE THE NORMAL MISSION ASSIGNED TO THE UNIT" during the awards period.

b. Lieutenant Colonel Herbert G. Purtle, Division Aviation Officer, 49th Armored Division, Texas Army National Guard, and Commander, Austin Army Aviation Support Facility, was elected as Regional Winner of the Reserve Component Award of "Army Aviator of the Year" for 1975-76. This award is also sponsored by the Army Aviation Association of America.

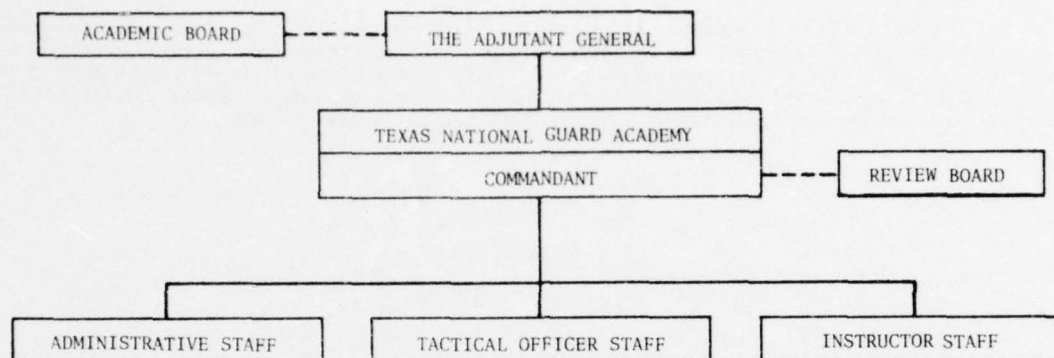
c. The National Guard Bureau Certificate of Appreciation was presented to the Army National Guard of Texas in recognition of the Accident Free Army Aircraft Accident Prevention Program for FY 76. This is a fourth consecutive year award and represents the persistent accident prevention efforts of all personnel. The nationwide ARNG aircraft accident rate during FY 76 was 2.78 accidents per 100,000 flying hours, the lowest accident rate in ARNG aviation history. The zero accident rate achieved by the Texas ARNG aviation contributed significantly to the national achievement and attests to the effectiveness of the accident prevention efforts of all Texas Army Guardsmen.

d. All three Army Aviation Support Facilities (AASF) were awarded the Department of the Army Aviation Accident Prevention Award of Honor for maintaining accident-free flying records during the preceding 36 months, as a minimum, and completing 20,000 accident-free flying hours.

e. D Troop (Air), 1st Squadron 124th Cavalry, 49th Armored Division, Texas Army National Guard was nominated for the Department of the Army Aviation Accident Prevention Award of Excellence. This award is presented to aviation company-size units that achieve 72 consecutive months of accident-free flying. D Troop has exceeded this basic criteria by some 37 months. Their total accident-free flying hours accomplished during this period exceeds 35,000.

TEXAS NATIONAL GUARD ACADEMY

ORGANIZATION:



MISSION: The mission of the Texas National Guard Academy is to train selected enlisted men, women and Warrant Officers in the basic military subjects and develop leadership capacities for command at platoon level.

The Academy's goal is to provide Texas and the Nation qualified young men and women dedicated to service.

INSTRUCTION: To accomplish the mission, the Program of Instruction is divided into three equally important areas of endeavor. These areas are leadership development, physical training and academic studies - all necessary for the well-rounded small unit leader.

- | | | |
|-----------|---|--|
| PHASE I | - | 3 days training
Military Leadership
Drill and Command |
| PHASE II | - | 15 days training
Map Reading
Weapons
Combined Arms
Drill and Command |
| PHASE III | - | 12 weekend training assemblies (one each month)
Signal Communications
Unit Administration
Unit Logistics
Material Readiness
General Subjects
Common Subjects
Civil Disturbances
Small Unit Tactics |
| PHASE IV | - | The Resident Phase - Branch of Assignment
4 - 12 weeks, dependent upon branch |

GENERAL: The Academy was certified on 24 May 1957 by the National Guard Bureau and is inspected each year, during the Annual Training Phase, to insure it meets all the current requirements of the United States Army and the National Guard Bureau. Since 24 May 1957, 2,134 Officer Candidates

have enrolled through Class Number 20, and 1,435 Second Lieutenants have been graduated through nineteen classes. Class Number 20 began 4 June 1976 with an enrollment of 113 Officer Candidates.

GRADUATES AND UNIT, CLASS NUMBER NINETEEN:

Base Units Command

Lee, Maynard G.
Young, Billy C.

142d Spt Cen, Rear Area Op
536th Avn Co

36th Airborne Brigade

Akers, Gaylon M.
Deering, Myles L.
Gibson, Thomas C.
Hopkins, Terry L.
Montemayor, Raul
McDonald, Michael W.
Platt, Marlynn E.
Porter, Frankie E.
Rako, Gregory J.
Rice, Larry J.
Walker, Daniel L.

Det 1 HHC 36th Abn Bde
HHC 1st Bn 143d Inf
Co C 2d Bn 143d Inf
Co B (-) 1st Bn 143d Inf
HHC (-) 36th Abn Bde
Co B 2d Bn 143d Inf
HHC 2d Bn 143d Inf
Co A 1st Bn 143d Inf
Co C 2d Bn 143d Inf
Co C 2d Bn 143d Inf
Co A 1st Bn 143d Inf

49th Armored Division

Abernethy, Denis L.
Allen, William C.
Beach, Eric D.
Cano, Erasmo
Carroll, Paul M.
Carson, Elroy
Childers, Steven C.
Clifton, Walter M.
Daniel, Thomas L.
Darilek, James L.
Davila, Salvador
Diaz, Armando, Jr.
Faudree, Phillip W.
Fears, Edward R.
Fisher, Gary T.
Flocke, John R.
Gallegos, Arthur
Garcia, Jose A.
Garza, Crisoforo, Jr.
Gonzalez, Raul
Halley, Dan R.
Hernandez, Francisco M.
Hilliard, Ronald L.
Howard, Troy L.
Kennedy, David M.
Kubiak, Bill J.
Kuentler, Richard L.
Landers, Larry J.
Landers, Nickey C.
Le Doux, Jerry G.
Matthews, Christopher L.
Matthys, Erick T.
Mazy, Eddie G.
McClain, Roger C.
McGuire, Cortis U., III
McPherson, Clinton R.
Neal, Ruben L.
Peters, Don G.
Powell, William P.
Rivera, Mike M.
Robinson, Varney R.

HHC 4th Bn 133d FA
HHC 49th Armd Div
Det 2 149th AG Co
Det 1 HHC 3d Bn 141st Inf
HHC 1st Bn 112th Armor
Co B 949th Maint Bn
Co C 949th Maint Bn
Co B 1st Bn 112th Armor
Spt Co 2d Bn 141st Inf
Co B 1st Bn 141st Inf
149th MP Co
Spt Co 1st Bn 141st Inf
Co A 2d Bn 112th Armor
149th MP Co
HHC 249th S&T Bn
Det 1 Co B 249th S&T Bn
149th MP Co
Det 1 Co B 3d Bn 141st Inf
Hq & Co A 111th Med Bn
Co C 2d Bn 141st Inf
Co C 111th Engr Bn
Trp D 1st Sqdn 124th Cav
Det 1 Co E 111th Engr Bn
HHC 111th Engr Bn
HHC 2d Bde
Det 1 Co C 249th Sig Bn
Trp D 1st Sqdn 124th Cav
Co B (-) 3d Bn 144th Inf
Co B (-) 3d Bn 144th Inf
Btry A 1st Bn 133d FA
HHC 2d Bde
Co F 949th Maint Bn
Co C 111th Engr Bn
Spt Co (-) 2d Bn 142d Inf
Co C 111th Engr Bn
Det 2 Co B 2d Bn 142d Inf
Spt Co (-) 4th Bn 112th Armor
Co F 949th Maint Bn
HHC 3d Bde
Co B 6th Bn 112th Armor
Btry C 1st Bn 133d FA

GRADUATES AND UNIT, CLASS NUMBER NINETEEN, Continued:

49th Armored Division, Continued

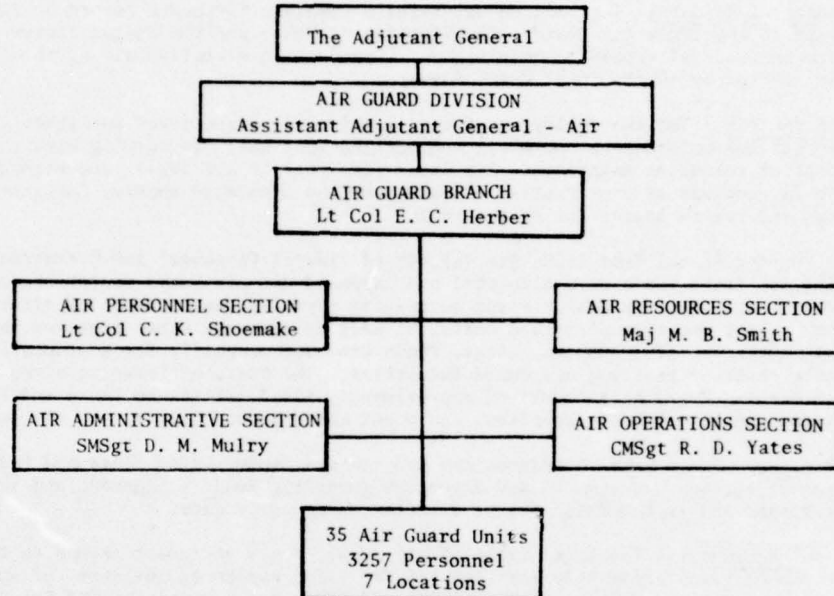
Skiles, Robert G.
Smith, David L.
Smith, Donald I.
Stryker, James M.
Swaim, Wenzel J.
Truss, William H.
Villarreal, Pedro G.
Watson, Chester, Jr.
Watts, Jerry D.

HHC 249th S&T Bn
Btry C 1st Bn 133d FA
Trp D 1st Sqdn 124th Cav
Co F 949th Maint Bn
HHC 111th Engr Bn
Co D 949th Maint Bn
Svc Btry 4th Bn 133d FA
Hq & Co A 111th Med Bn
Det 1 Co A 3d Bn 144th Inf

AIR GUARD DIVISION

AIR GUARD DIVISION

MISSION: The Air Guard Division, through the Assistant Adjutant General - Air, recommends policies and procedures concerning Air Guard matters to the Adjutant General. The Division provides guidance to and management of all Texas Air Guard activities. The following organizational chart depicts the structure of the Division.



AIR GUARD BRANCH: The Chief, Air Guard Branch and his deputy are responsible for the overall coordination and management of Air Guard matters. Using the personnel of the Headquarters, Texas Air National Guard to augment the full-time staff, the Air Guard Branch provides guidance to all units of the Texas Air Guard.

AIR PERSONNEL SECTION: This section, with seven employees, is responsible for personnel actions, personnel management, school training, recruiting and retention and maintenance of both State and Federal records.

Personnel: The Texas Air Guard assigned strength of 2,998 is presently 92.0% of the authorized strength of 3,257. Included in this figure are 140 black males, 34 black females, 331 Mexican-American males, 12 Mexican-American females and 116 other females, as of 31 August 1976. This is an increase of 14 black males, 5 black females, 4 Mexican-American females and 21 other females.

Personnel Management: Properly trained and highly motivated people is the key to the success of the all-volunteer, citizen-airmen force of the Texas Air Guard. The personnel management program involves the development and implementation of policies and procedures to insure the proper selection, assignment, training and retention of Air Guard personnel.

Training: In addition to the required annual training which consists of 49 Unit Training Assemblies (UTA), 15 days of Active Duty for Training (ACDUTRA), and for aircrews an additional 36

Flying Training Periods (FTP), Air Guard personnel perform additional special active duty for training. Air Guard personnel also receive specialized training by completing courses either in residence or by correspondence. During this reporting period 76 officers and 202 enlisted personnel completed courses in residence and 953 personnel completed correspondence courses. One Personnel Management Workshop and the Recruiting Workshops were conducted for improvement of the Personnel Program.

Recruiting and Retention: The Texas Air Guard presently has 6 full-time recruiters. These recruiters are graduates of the mandatory USAF/ANG Recruiting School. An additional 19 people have completed the recruiting course and are used on a part-time basis. The National Guard Bureau has recently authorized an additional 6 full-time recruiters who will be placed on duty 1 October 1976.

Maintenance of Records: The section maintains a complete personnel record on each officer and airman assigned to the Texas Air Guard. The Statutes of Texas and the United States require a separate State and Federal record be maintained. A project to microfilm all of the Federal records has just been started by the National Guard Bureau.

AIR RESOURCES SECTION: The two employees of this section are responsible for fiscal matters, audit, supply, equipment and maintenance and civil engineering programs. In keeping with the Texas Air Guard's concept of resources management, Air Guard personnel at all levels are directly involved in the day-to-day program of conservation of resources and conducted supply, engineering and financial workshops and review boards during the year.

Fiscal: During Fiscal Year 1976, \$16,763,497 of Federal Personnel and Operations-Maintenance funds and \$193,382 State funds were allocated and expended for Air Guard operations in Texas. The Federal allotment was used for military and technician payrolls, maintenance of aircraft, facilities and equipment, travel and transportation costs, as well as numerous other expenses incurred in maintaining a high state of readiness. State funds are used primarily for a proportionate share of the maintenance costs of existing Air Guard facilities. The State of Texas receives direct economic benefits from the Air Guard as a result of approximately \$12.3 million in State and Federal payrolls and \$4.4 million spent to procure supplies, equipment and contract services on the local market.

Audit Program: There were 48 inspections and reviews conducted of State and Federal funds in the possession of Air Guard units. A new directive governing funds management and accounting procedures was developed and is scheduled for publication at an early date.

Supply and Equipment: The total value of all supplies and equipment issued to the Texas Air Guard at the end of Fiscal Year 1976 was \$104,345,740. The warehouse inventory of supplies was \$3,786,902, the value of equipment in use was \$35,975,609 and the remaining \$64,583,229 was the value of assigned aircraft. There was an increase of \$16,920,869 over last year caused by the assumption of base responsibility at Ellington Air Force Base.

Civil Engineering Program: The Federal government is the primary agency for supporting construction and maintenance of facilities although the State of Texas does share this responsibility through a financial agreement to provide continuing operation and maintenance of the facilities. Listed below is the current value of Air Guard facilities.

<u>LOCATION</u>	<u>VALUE</u>
Dallas	\$ 3,252,500
Garland	381,500
Houston	3,109,000
LaPorte	345,000
Nederland	886,150
San Antonio	4,064,213
TOTAL	\$ 12,038,368

The listing on the following page shows the value of completed improvements and new construction costing \$10,000 or more (excluding facility repair):

<u>LOCATION</u>	<u>NUMBER PROJECTS</u>	<u>VALUE</u>
Dallas	1	\$ 83,500
Garland	1	32,500
Houston	-0-	-0-
LaPorte	-0-	-0-
Nederland	3	646,264
San Antonio	8	510,755
	TOTAL	\$ 1,273,019

AIR ADMINISTRATIVE SECTION: The Chief, Air Administration and two employees are responsible for all administrative matters, the coordination and processing of all medical matters, the maintenance of a master library of all Air Force, Air National Guard, gaining command publications, providing administrative support to the Chief, Air Guard Branch and Operations Section and supporting the Headquarters, Texas Air National Guard.

Administrative: There were 700 Special Orders published, 76,835 pieces of correspondence processed and 788 new directives and changes to directives received and posted during this reporting period. Two state-wide workshops were held to streamline administrative procedures and revise Texas Air Guard directives. The National Guard Bureau selected the Chief, Air Administration to work with a national panel to revise the directive concerning special orders.

Medical: During this reporting period 1,680 physical examinations were reviewed and processed. A new directive governing medical administration, policies and procedures was written and published to insure a standardized medical program in the State. A state-wide Medical Workshop was conducted at Houston, Texas.

AIR OPERATIONS SECTION: This section with one employee is responsible for the management of flying hours, special aircraft flights, operations plans, mandays and unit deployments.

Flying Hours: The Texas Air Guard flew an allotted 18,624 hours during this reporting period. Listed below is a breakout of these flying hours:

<u>UNIT</u>	<u>TYPE AIRCRAFT</u>	<u>FLYING HOURS</u>
136th Air Refueling Wing	KC-97L	4,366
147th Fighter Interceptor Group	F-101B/F	5,651
	T-33A	2,678
	C-131B	435
149th Tactical Fighter Group	F-100D/F	5,494

Special Aircraft Flights: A total of 207 requests for special flights were processed. These included special flyovers commemorating Fourth of July activities and static aircraft displays at various military bases throughout the United States.

Operations Plans: A total of 120 operations plans were reviewed and approved. These plans include proposed actions to be taken for various contingencies such as mobilization, annual training, disaster preparedness, protection of resources and others.

Mandays: The Texas Air Guard was allocated and utilized 228,585 mandays during this reporting period. A breakout of these mandays is as follows:

Unit Training Assemblies (UTA)	144,624
Proficiency Training (PT)	3,524
Additional Flying Training Periods (AFTP)	18,376
Field Training	47,454
Special Training	10,849
ADC Alert	3,758
TOTAL	228,585

UNIT ACTIVITIES: The 35 units of the Texas Air Guard achieved a high degree of training during this productive year. A summary of activities and accomplishments for each major unit follows.

Headquarters, Texas Air National Guard - Austin: The Headquarters continued to provide military air staff support to the Adjutant General's Department and conducted semi-annual staff assistance

visits to the field units in the areas of military personnel, operations and unit training, administration, plans and programs, resources management, legal, medical, information and social actions. Management principles and systems were refined and developed by the air staff and used to provide support to Air Guard units and to insure that personnel at all levels were receiving the maximum utilization from each of their resources.

136th Air Refueling Wing - Dallas: The primary mission of the 136th Air Refueling Wing remained that of air-to-air refueling with a secondary mission of airlift support. They maintained an operational readiness posture of C-1, which is the highest state of operational readiness that can be achieved by any Air Force organization. This rating was revalidated through a Standardization Evaluation Inspection in February 1976, and an Operational Readiness Inspection in May 1976. Its aircrews and supporting personnel conducted flight operations to begin their tenth consecutive year of refueling for the United States Air Force in Europe (USAFE). They transferred 1.6 million pounds of fuel to USAFE fighters during these missions. The outstanding flying safety record of the 136th Air Refueling Wing was recognized by the United States Air Force as the unit headed the list of Tactical Air Command's top "5" units for the entire year. This is the eleventh consecutive year without a flying accident and the unit has flown over 44,000 hours during this time. The 136th Refueling Wing continued to support Air National Guard, Air Force Reserve and Regular Air Force refueling requirements in the Continental United States. In late fall 1975, crews and KC-97L tankers from the unit supported the A-10 evaluation flights at Edwards Air Force Base, California and the F-15 fighter testing at Eglin Air Force Base, Florida. In recognition of their outstanding achievements the Air National Guard Operational Readiness Distinguished Flying Award of the National Guard Association of the United States was presented to the unit during the Association's annual meeting. Brigadier General Nowell O. Didear, Commander of the 136th Air Refueling Wing, retired on 3 February 1976, and Colonel James C. Smith assumed command of the Wing on 4 February 1976. The 136th Tactical Hospital performed their annual training with the USAF Clinic at Lowry Air Force Base, Colorado and the 136th Civil Engineering Flight deployed to Fairchild Air Force Base, Washington where they accomplished several construction and repair projects. During this reporting period the 181st Weather Flight supported a Joint Chiefs of Staff exercise at Fort Hood, Texas and the Puerto Rico Air National Guard during field training at Savannah, Georgia. In October 1975 the 136th Communications Flight deployed to Andrews Air Force Base, Maryland and trained with the 2045th Communications Group, where they received specialized training on new and unique communications facilities such as Mystic Star, Presidential Communications Support Systems and others. On 1 July 1976 the 136th Air Refueling Wing was transferred from Tactical Air Command (TAC) to Strategic Air Command (SAC) with no change of mission or assignment.

147th Fighter Interceptor Group - Houston: The unit's wartime mission continues to be that of providing combat-ready aircrews, aircraft and equipment for the Aerospace Defense Command (ADC) and North American Air Defense Command (NORAD). The unit also continued its alert mission with F-101 aircraft providing aircrews and aircraft on alert status 24 hours a day, 365 days a year. The unit's Combat Crew Training School was closed on 4 May 1976 when the last student graduated. During its operation, which began on 5 January 1970, the school graduated 667 aircrews and flew 52,752 hours. The unit participated in a 22nd NORAD exercise by deploying seven F-101 aircraft, 15 aircrews, 31 support personnel, and necessary equipment and spare parts to the Canadian Forces Base at North Bay, Ontario, Canada and has been selected to compete in a weapons exercise "William Tell". The 147th Civil Engineering Flight deployed to Mount Laguna Air Force Station, California in support of the 751st Radar Squadron and accomplished several repair and alteration projects. The 111th Weather Flight provided weather observing support at Gulfport, Mississippi. The unit continued a vigorous community relations program designed to make the public aware of the importance and activities of the Air Guard through 81 tours and briefings involving approximately 2,150 members of civic and professional groups. In addition much time and effort has been spent on retaining the unit at Ellington Air Force Base, since the Department of Defense announced the proposed closure of Ellington Air Force Base in November 1974.

149th Tactical Fighter Group - San Antonio: The unit's wartime mission is to provide combat-ready aircrews to Tactical Air Command (TAC) for the purpose of executing tactical fighter missions to destroy enemy forces, supplies, equipment, communications centers and installations. The F-100 tactical fighter aircraft is the basic weapons system of the unit. The unit deployed to Travis Permanent Field Training Site, Savannah, Georgia during the period 5-19 June 1976. The primary purpose of this deployment was to accomplish training in full scale weapons delivery with special emphasis on tactical deliveries using heavyweight ordnance. Members of the unit provided F-100 Close Air Support for the United States Army and Army National Guard at Fort Hood and Camp Swift, Texas. In addition, they provided 114 F-100 training flights to 12th Air Force and Headquarters,

Tactical Air Command Inspector and Evaluation pilots in order to maintain their currency and proficiency as there are no F-100's in the active Air Force inventory. The 182nd Weather Flight continued to augment Detachment 7, 15th Weather Squadron, Kelly Air Force Base, Texas due to the low manning of this active duty detachment. The 182nd Tactical Fighter Squadron was awarded the Outstanding Texas Air National Guard Unit Award by the National Guard Association of Texas in April 1976.

254th Combat Communications Group - Garland: The Group was redesignated from Mobile Communications to Combat Communications effective 1 April 1976 and consists of the Group Headquarters and the 254th Combat Communications Flight, also at Garland, Texas, the 223rd Combat Communications Squadron (Contg) in Arkansas, the 255th Combat Communications Squadron (Contg), the 238th Air Traffic Control Flight, the 238th Combat Communications Flight in Mississippi, the 236th Air Traffic Control Flight, and the 136th Combat Communications Flight in Louisiana. The Group's mission is of a tactical communications nature providing complete combat communications systems in support of the Air Force Communications Services (AFCS). Their wartime assignment would be with Tactical Air Command (TAC). The Group planned a joint exercise with the 5th Combat Communications Group. This exercise, known as "Gator Guard II" was conducted during the period 10-24 July 1976 and consisted of an extensive deployment of tactical communications-electronics equipment in the southeastern United States. The unit also maintains an emergency communications system for rapid response during State disaster or emergencies such as hurricanes, floods and tornados.

272nd Electronics Installation Squadron - LaPorte: The unit is responsible for developing and maintaining the capability for engineering, installing, rehabilitating and major repair of ground communications-electronics facilities in support of the Air Force Communications Service (AFCS). The squadron accomplished a total of 19,295 productive manhours on communications-electronics projects and represents a \$212,245.00 savings to the Department of Defense. This is an outstanding accomplishment because it was done as a by-product of training personnel for their wartime mission.

273rd Electronics Installation Squadron - Nederland: This unit has the same responsibilities as the 272nd addressed above. The unit accomplished 15,611 productive man-hours for the Air Force Communications Service. These communications-electronics projects were performed at 16 Air Force Bases located in 10 states and represent a savings of \$171,721.00 to the Department of Defense. On 19 June 1976, the unit celebrated its 20th birthday with an open house and dedication of a new \$600,000 Headquarters building.

209th Weather Flight - Austin: Assigned to support the 49th Armored Division of the Texas National Guard, the unit operates from Camp Mabry and Robert Mueller Airport at Austin, providing year round weather training support as well as Annual Field Training at Fort Hood, Texas. Members of the unit volunteered for additional training tours during the year in support of other Field Training Sites across the nation.

ADMINISTRATIVE DIVISION

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FACILITIES AND ENGINEER BRANCH

GENERAL: The staff mission of the Facilities and Engineer Branch is to provide engineering support for the Adjutant General in the development, acquisition, construction and maintenance of facilities to support the operations of the Army National Guard. The scope of the support is briefly outlined below:

a. Program Development: The Facilities and Engineer Branch develops both long range plans and immediate programs with resources available to the Adjutant General to provide adequate facilities that will fulfill the current and projected requirements. This area of interest includes defining the facility, estimating costs and recommending priorities. Long range plans are periodically reviewed and updated in accordance with present operational needs. The major programs developed are:

- (1) TexARNG Long Range Construction Program
- (2) State Budget for Capital Construction, Repair and Renovations
- (3) TexARNG Base Operation and Maintenance and Minor Construction Program

b. Construction and Maintenance: After the various programs are approved and funds are available, the branch is responsible for the project until it is completed. This area of interest includes preparing plans and specifications, scheduling, coordinating the bidding and award of construction contracts, inspection of work in progress to assure compliance with plans and specifications, and acceptance of the completed facilities for the State. Maintenance and repair activities include all preventive or restorative measures on facilities to insure their adequacy for operational requirements. A portion of the construction and maintenance effort is accomplished by Texas National Guard engineer units. This engineer troop construction program provides opportunities for training of individuals requiring engineering skills.

c. Real Estate: The Chief of the Facilities and Engineer Branch is currently appointed Assistant USPFEO for Real Property, Army, and is responsible for supervision, coordination, and direction of matters pertaining to real property which is federally leased, licensed or permitted for use of the Army National Guard of the State.

HIGHLIGHTS OF FY 76 ACTIVITIES:

During FY 1976, the Facilities and Engineer Branch continued to experience an increase in funding to support the operation and maintenance of facilities that support the Texas Army National Guard. The following programs showed an increase: Field Training Site, up 19% and Service Contract, up 19%. The only program that decreased was the minor Construction O&M, down 19%. The major construction program to support the Texas Army Guard continues to be funded at a higher rate in comparison to previous years. The branch was able to obligate all funding programs above the 99% rate. The Texas National Guard Armory Board should be recognized as the State Agency responsible for construction and maintenance of armories required by the Army Guard. The Board has worked closely with the Adjutant General's Department to fund, operate and maintain those facilities required by the Adjutant General's Department.

Major Construction Program: The MCarNG Program provides for the construction, alteration, and/or expansion of facilities when the individual project exceeds \$100,000.00. Federal funds support 75% of the armory projects and 100% of the non-armory projects. During the year, the following projects were active:

<u>Completed Projects</u>	<u>Cost</u>
Organizational Maintenance Shop, Brownwood	\$ 138,071.00
Allied Shop for AASF, San Antonio	532,978.00
TOTAL	\$ 671,049.00

Construction Stage

	<u>Cost</u>
Army Aviation Support Facility, Dallas NAS	\$ 2,211,838.00
Armory, Dallas Naval Air Station	582,117.00
Armory, Camp Mabry, Austin	2,143,200.00
Armory, Paris	379,792.00
Armory, Port Neches	432,825.00
TOTAL	<u>\$ 5,749,772.00</u>

Design Stage

Organizational Maintenance Shop, Ellington AFB	\$ 136,000.00
Organizational Maintenance Shop, Austin	261,000.00
Unit Equipment Training Site, Camp Maxey	265,000.00
Mobilization and Annual Training Site, North Fort Hood	2,179,000.00

Programmed

Unit Equipment Training Site, Camp Swift	\$ 253,000.00
Expansion of AASF, San Antonio	228,000.00
Expansion of Armory, San Antonio	282,000.00

TOTAL PROJECTS	
Under Design or Programmed	\$ 3,604,000.00

Minor Construction (MCA Funds): This program is for projects that cost between \$10,000.00 to \$100,000.00. Military construction funds are used to fund the Federal portion of the projects.

Completed Projects

	<u>Cost</u>
Improvements to CSMS #2, Austin	\$ 23,150.50

Construction Stage

Modification to AASF, Austin	\$ 49,988.00
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Design Stage

WETEP Addition, Fort Wolters	\$ 81,474.00
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Programmed

Vehicle Parking Area, Dallas #5	\$ 29,000.00
OMS Modification	20,000.00
Alteration of UTES, Camp Bullis	18,000.00
Fencing of Boundary, Fort Wolters	15,000.00

TOTAL PROJECTS	
Under Design or Programmed	\$ 163,474.00

Minor Construction Program (OMARNG): This program is for projects less than \$10,000.00:

Installation of Fuel Storage and Dispensing System, Pasadena	\$ 3,525.00
Modify Licensed Facilities at Del Valle by Providing Locks	103.00
Installation of Autodin	4,691.00
Installation of Vapor Recovery Equipment at Camp Bullis, Martindale and Fort Sam Houston	7,144.00
Install Chain-link Fence and Gate, Camp Mabry, Austin	1,501.62
Fume Exhaust System, Temple	3,700.00
Install Electrical Circuit, AASF, Austin	1,623.00
Infra-red Heating Units, Bldg. 21, Camp Mabry	1,475.56
Installation of 100,000 BTU Unit Heater, TNG OMS, Texarkana	746.50
Improvement of Battery Room, OMS #24, Palestine	420.00
Air Conditioning of Administrative Space, Ellington AFB	394.95

Installation of Aircraft Anchors, Grand Prairie	\$ 1,330.80
Construct Engine Repair Room, AASF, Grand Prairie	1,644.70
Install Infra-red Heat, CSMS #2, Austin	185.00
Electrical Work, AASF, Austin	350.00
Extend Power, AASF, Austin	606.34
Improve Lighting Level, OMS # 16, Gainesville	248.15
Install Electrical Circuit, OMS, Temple	250.00
Install Ceiling, OMS, Palestine	190.70
Construction of Access Road, CSMS #1, Fort Worth	402.15
Construction of Loading Ramp, CSMS #2, Austin	345.00
Install 220V Circuit, AASF, Austin	70.00
Install Building Identification, USPFO Bldg., Camp Mabry	523.00
Installation of Electric Overhead Door Openers, CSMS #2, Austin	2,700.00
Erect Operations/Storage Building, Camp Swift	349.25
Extend Water Line at Camp Bowie	1,126.40
Site Preparation, Mobile Homes, Camp Mabry (Expended FY 76)	211.73
Improve Mess Facilities, Bldg. #11, Camp Mabry	1,318.00
Install Air Conditioner, UTES #1, Camp Maxey	359.00
*Construction of Airborne Training Facilities	24,351.69
Storage for Dummy Reserve Parachutes	637.50
Install Sign for UTES, Camp Bowie	306.75
Construct Airborne Disentanglement Trainer	573.87
Construction of Landing Fall Platform	292.75
Erect Barbed Wire Fence, Camp Bullis	1,573.80
Provide Female Quarters at WETS, Camp Swift	1,551.65
Construction of Cattleguards, Camp Bullis	1,997.62
Miniature Tank Range, North Fort Hood	5,329.53
Construct Range Towers, Camp Bowie	1,461.59
Install Cattleguard, Camp Bowie	1,221.48
Construction of Two Sets of Bleachers, Camp Bowie	371.83
Construction of Miniature Tank Range, Camp Bowie	5,832.11
Construct Bunker Doors, Camp Bowie	88.82
Installation of Culverts, Camp Bowie	2,361.00
Construct Tank Crossings, Camp Bullis	2,052.25
Construction - Tank Tables I, II and III, Camp Bullis (Expended FY 76)	2,087.01
Construction of Miniature Tank Range, Camp Bullis (Expended FY 76)	480.98
Construct .45 Caliber Pistol Range, Camp Bowie	273.29
Tank Tables I, II and III, Camp Bowie	1,465.62
Install Sink, Dispensary, Bldg. #15, Camp Mabry	155.00
Relocate Water Line, UTES, Camp Maxey	1,474.00
Construct Loading Ramp, Bldg. #39, Camp Mabry	353.00
Construct Concrete Foundation and Erect 40-foot flagpole	470.00
Expand Lateral Drift Trainer	2,500.00
Installation of Cattleguard in Tank Trail, Camp Bullis	654.00
Facilities Required in Connection with Storage of Materials and Preparation of WETS Projects	268.50
Erect Chain-link Fence and Gates, Camp Swift	4,375.00
Erect Chain-link Fence and Gates, Camp Bullis	6,723.20
Construction of Tank Crossing, Bullis Road, Camp Bullis	2,995.00
Provide Target Storage and Flammable Storage Facility, Camp Swift	1,127.00
TOTAL	\$ 112,940.69

*Exception to National Guard Bureau procedures.

Field Training Site Contract Work: (Federal funding support for services provided by the State for maintenance and repair of annual and weekend training sites). Those facilities supported are troop housing, mess and latrine facilities, administrative and logistics facilities, annual and weekend equipment pools, and army-approved ranges. In fiscal year 1976, \$326,500.00 was allotted under this program and major expenditures of those funds were as follows:

Utilities	\$	50,582.40
Supplies and Materials for Maintenance and Repair		104,450.00
Supplies for Operations		12,859.24
Salaries		168,383.01
Miscellaneous		2,463.43
TOTAL	\$	338,738.08 *

*Includes income from Interservice Support Agreement of \$12,350.40

State-wide Service Contract: This contract provides 75% of the funding support for operation, maintenance and repair costs of authorized facilities. Those facilities include the USFFO Office and Warehouse, Combined Support Maintenance Shops, Army Aviation Support Facilities, Organizational Maintenance Shops and maintenance of licensed facilities. The Texas National Guard Armory Board is responsible for administering contract support for those facilities that the Board operates and maintains for the Adjutant General's Department. During FY 76, \$640,533.00 was allotted and major expenditures of those funds are as follows:

Utilities	\$	182,000.00
Supplies and Materials for Maintenance and Repair		86,000.00
Supplies for Operations		10,400.00
Salaries		358,875.99
TOTAL	\$	637,275.99 *

*Of the \$637,276.00 expended, the Federal government's share was \$477,957.00, and the State's share was \$159,319.00. Some costs listed above are estimated pending receipt of utility bills.

State Funded Projects: This category of construction includes those projects financed totally from State appropriations. During FY 1976, the following projects were contracted:

PROJECTS	COST
Phase II - Renovation of Electrical Distribution System, Camp Mabry	\$ 60,997.00
Rehabilitation of Heating and Cooling Systems, Bldgs. #2, 10, and 11, Camp Mabry	24,740.00
TOTAL	\$ 85,737.00

The above listed projects are under construction and should be completed by the end of the calendar year.

A State appropriation of \$57,000.00 has been authorized for the repair and resurfacing of Engineer Drive, Camp Mabry; however, because of heavy construction traffic, that project will not be undertaken until the new Federally-funded armory has been completed.

REAL ESTATE ACTIVITIES:

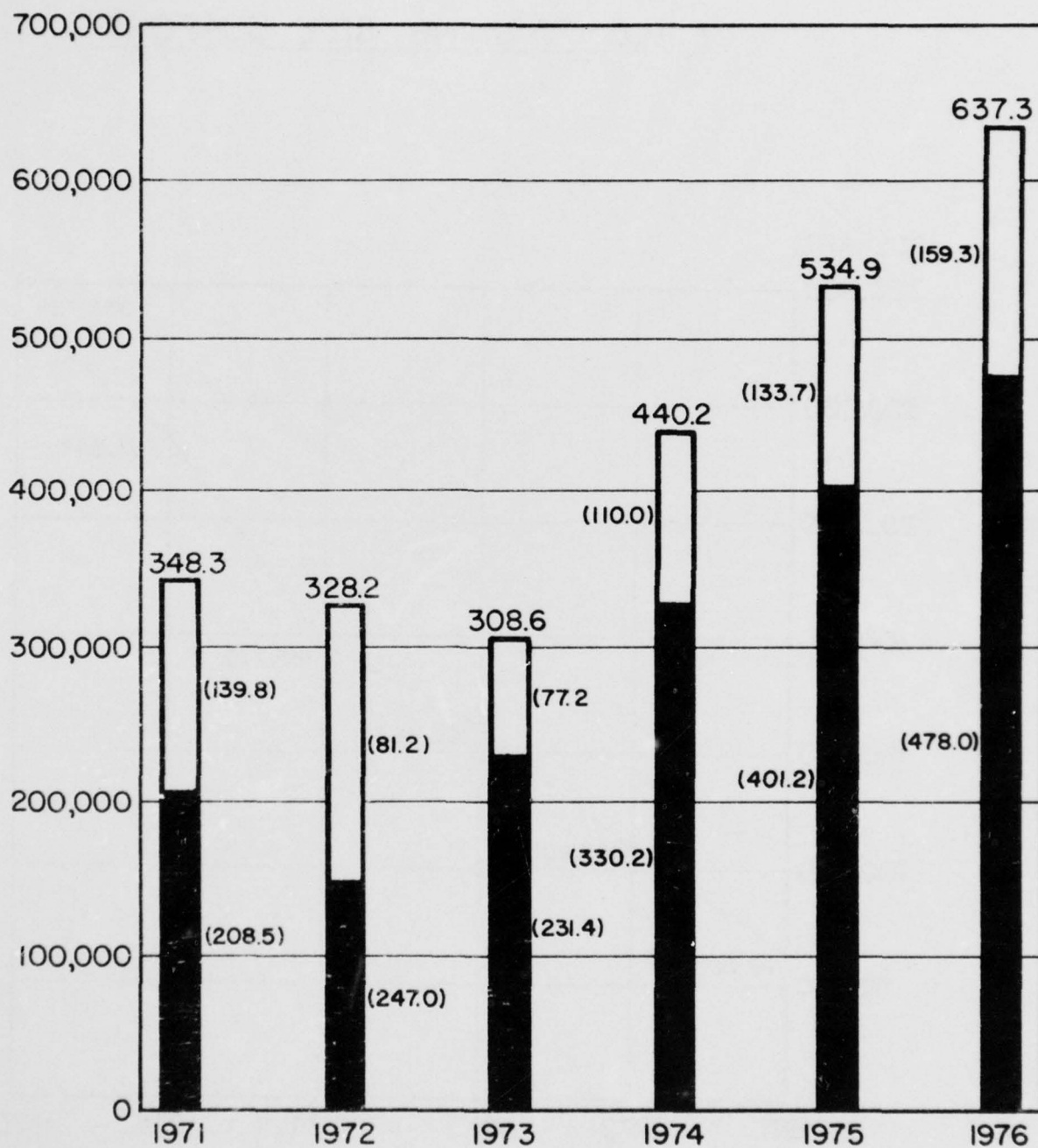
Increased emphasis on tactical field training by units of the Texas Army Guard has resulted in increased real estate activities by the branch. Real estate on which units can conduct training has significant impact on the readiness of the unit. During the year, the Adjutant General's Department received a license for approximately 6,062 acres near Hebbronville for a South Texas Training area. This area will be used by the 2d and 3d Battalions of the 144th Infantry for week-end training. The Department is still trying to locate a site in East Texas to support the tactical training of units in that part of the State.

Numerous actions were required by the Department during the year to defend the military use of training areas now under agreement. The maintenance of adequate training areas in the future will continue to be a major interest of the branch to support the training of the Army Guard units of the State.

CHARTS FOLLOW:

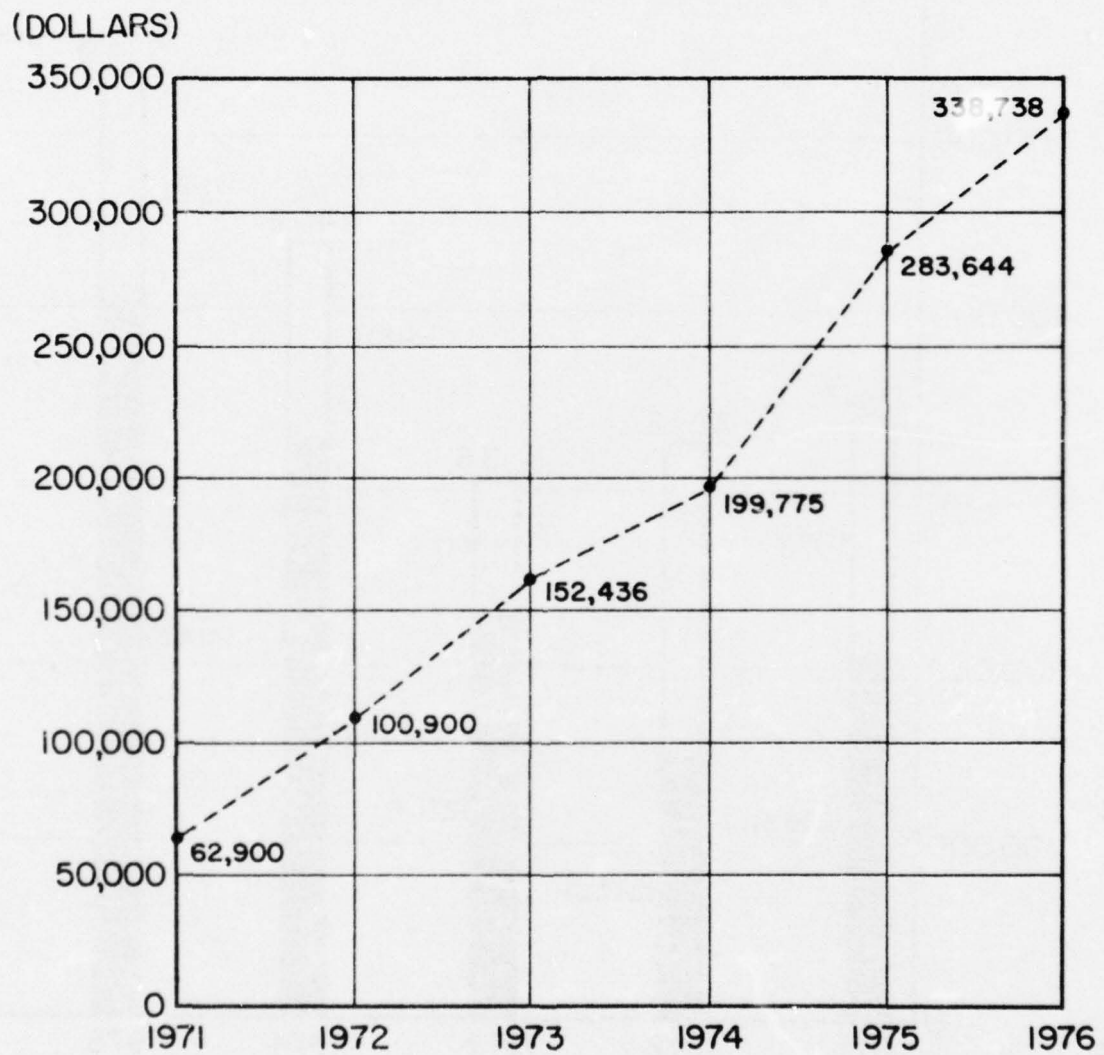
SERVICE CONTRACT SUPPORT

(DOLLARS)

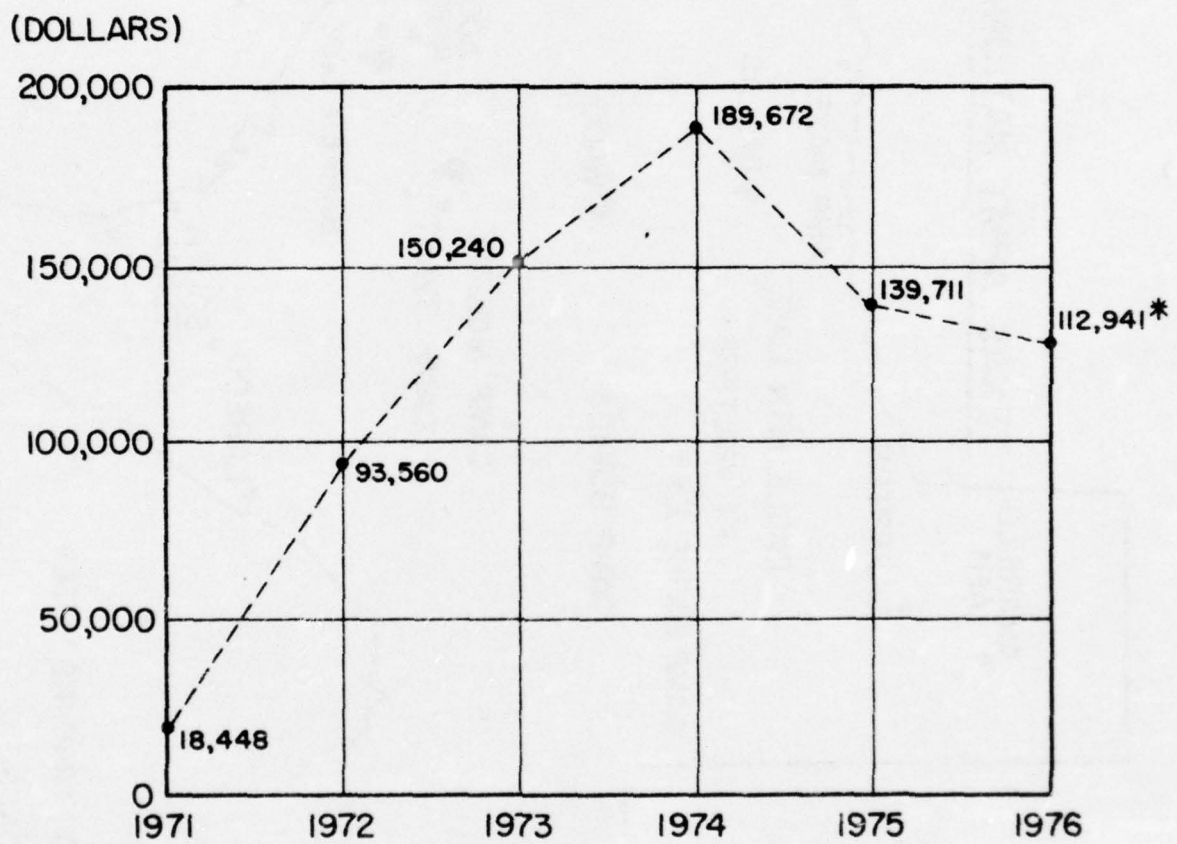


STATE SUPPORT
FEDERAL SUPPORT

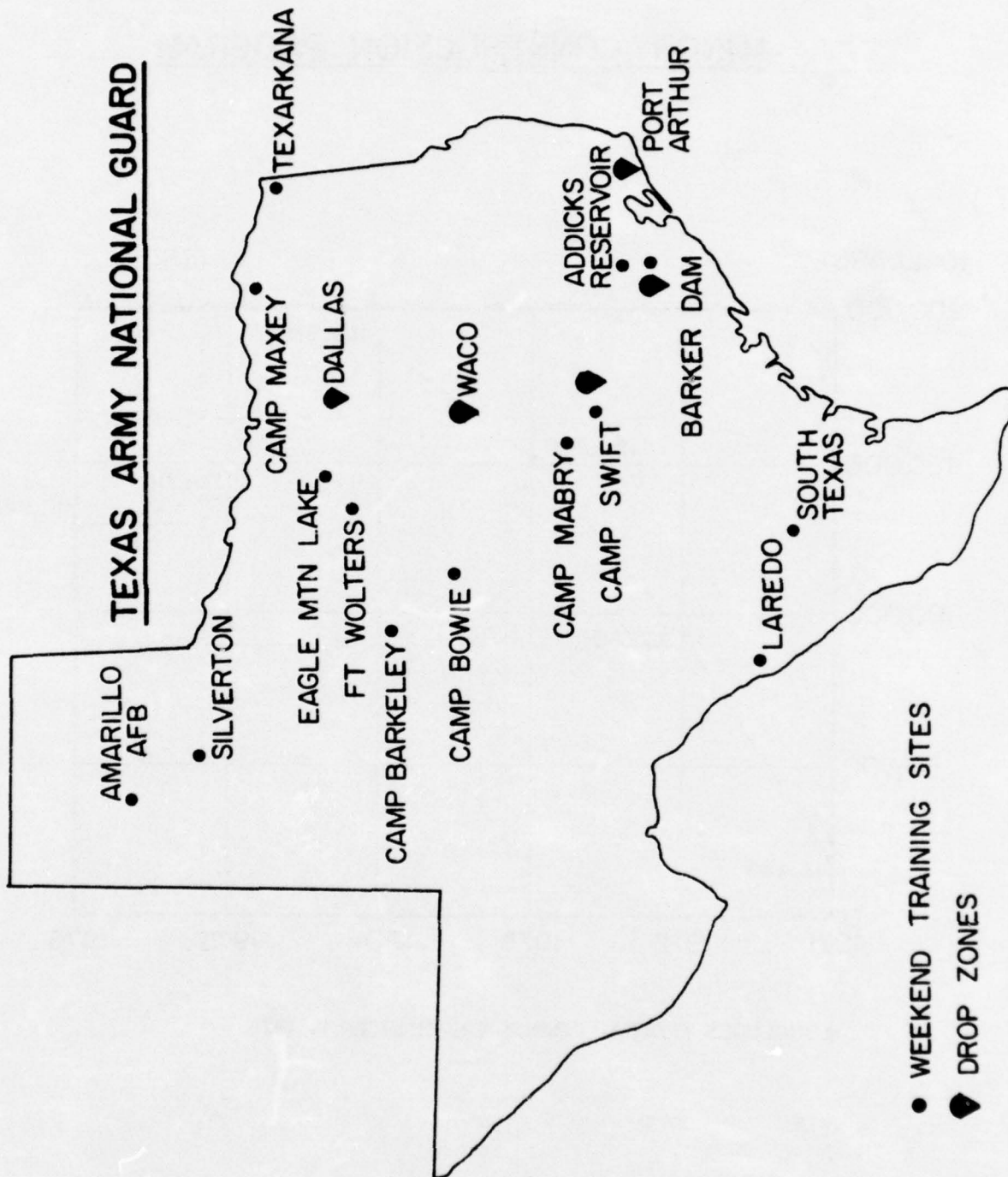
FIELD TRAINING SITE SUPPORT



MINOR CONSTRUCTION PROGRAM



* INCLUDES FEDERAL TRANSITION QUARTER IN 1976



COMMUNICATIONS

GENERAL: The Communications Branch is responsible for planning, programming, operation and maintenance of communications facilities used in support of the day-to-day activities of the Department; provides staff guidance on communications matters; is responsible for maintenance and operation of the Emergency Communications System and emergency communications equipment package; is responsible for installation, maintenance and continuous review of the Intrusion Detection Systems.

OPERATIONS:

Department of Defense Communications Teletype Network: Communications operations have continued to provide day-to-day record communications for the Department and all Texas military forces located in the Austin area. Messages processed by month are as follows:

<u>MONTH/YEAR</u>	<u>SEND</u>	<u>RECEIVE</u>
Sep 75	35	700
Oct 75	31	602
Nov 75	38	555
Dec 75	29	644
Jan 76	30	650
Feb 76	29	540
Mar 76	39	750
Apr 76	26	706
May 76	25	653
Jun 76	38	760
Jul 76	37	550
Aug 76	38	614

Classified messages and DATA card traffic must be routed through Bergstrom AFB Communications Center, as this Department does not have the capability for processing this type of traffic. An Automatic Digital Network (AUTODIN) terminal is programmed for installation (projected date - FY 77). This terminal will provide a capability for processing magnetic tape, perforated tape and hard copy record information. Classified message traffic will continue to be handled as is.

Automatic Voice Network (AUTOVON) service for Camp Mabry has remained constant this year. An average of 29,360 calls were made through the system each month.

Armory telephone service was transferred from the Texas National Guard Armory Board to this Department effective 1 September 1975. The addition of this workload requires the monitoring of telephone service installed in each Texas Guard Armory to insure that correct funding is made, bills are paid, and that service is adequate to meet the unit's operational requirements. A new regulation to provide guidance and direction to the field for armory telephone service was published.

Texas Agency Network (TEXAN) telephone service has remained within our goals set for this year, and operations have remained stable.

MAINTENANCE: During this fiscal year, approximately 75% of our workload was attributed to maintenance of Intrusion Detection Systems installed in Texas Guard facilities throughout the State of Texas. Work orders of equipment by month are as follows:

<u>MONTH/YEAR</u>	<u>WORK ORDERS COMPLETED</u>
Sep 75	20
Oct 75	80
Nov 75	33
Dec 75	29
Jan 76	25
Feb 76	19
Mar 76	19
Apr 76	21

<u>MONTH/YEAR</u>	<u>WORK ORDERS COMPLETED</u>
May 76	32
Jun 76	33
Jul 76	32
Aug 76	22

During this fiscal year additional installations were made at 14 unit locations throughout the State. Equipment is ordered for 11 more installations and they will be added as soon as equipment is received. Some specialized test equipment and tools have been purchased to assist maintenance technicians in maintaining the Intrusion Detection equipment. During this fiscal year communications maintenance personnel traveled 45,474 miles and spent 243 man-days in the field performing maintenance on installed communications equipment.

Radio maintenance for units is performed in conjunction with maintenance of the Intrusion Detection Systems to reduce travel expenses and travel time. This section maintains 45 single sideband radio sets used in the emergency single sideband radio net. These radios are used on a daily basis for passing administrative traffic and during emergencies to pass operational traffic. Seventy-one FM (Frequency Modulated) radio sets are maintained by this section. These radios have been issued on fourteen occasions during the past year to support Emergency Operations Support Exercises conducted by the Military Support (MS) Section. An average of 16 radios is utilized per each exercise. The Texas State Guard has been issued these radios on approximately 26 occasions for Emergency Training Exercises. An average of 12 radios have been issued for each of these exercises. All maintenance of these radios is performed in the shop at Austin. Approximately 23 mandays have been expended in preparing radios for issue, returning and checking these radios after use. Twelve mandays were expended performing repair actions of the emergency FM radio equipment.

EMERGENCY COMMUNICATIONS: The emergency single sideband radio system has 40 single sideband radio sets installed at strategic locations within the State to provide a long distance emergency communication capability. This radio system is used on a daily basis for passing administrative traffic between units of the Texas military forces to insure that the system is operational. Five radio sets are on hand awaiting installation. Fifteen additional single sideband radios have been purchased and are being installed at additional armory locations. When installations are completed, we will have a total of 60 single sideband radio sets in the system. Training for Texas State Guard personnel on the Emergency Communications System was conducted at Texarkana, Longview, Wichita Falls and Stephenville this year. This training was conducted by the full time communications staff using the emergency communications van, communications equipment package and the emergency single sideband radio system. Training is orientated towards utilizing State Guard personnel to operate the emergency communications system during periods when the Texas military forces are called to State Active Duty.

SUPPLY ACTIONS: Eighty-seven purchase requests were submitted during the past year for parts and materials required for the maintenance and operations of the communications functions.

Approximately 315 components of the Intrusion Detection System, under contract warranty, were returned to the contractor for replacement. The warranty of this equipment will expire 15 November 1976. After that time, all equipment failures will be repaired by the Maintenance Section of the Communications Branch. This is projected to increase our maintenance workload by approximately 45%.

PERSONNEL: No personnel changes were made within the Communications Branch this year.

PROJECTS: The Camp Swift cable Project (Phase I) was completed in the hutment area this year. This provides a field telephone system for units training at Camp Swift.

The PA system for the Officers Mess was upgraded to provide a reliable system when the mess is used as a meeting place or for conference use.

CAMP ADMINISTRATOR AND PROPERTY MANAGER

This division administers the maintenance and administrative activities of Camp Mabry in Austin. It supervises and conducts the procurement, maintenance and disposal of State-owned property assigned to the Adjutant General's Department, armories and units of the Texas military forces.

CAMP MABRY: Camp Mabry is situated in Austin, Texas. It is the home of the Adjutant General's Department and also houses the following major activities:

- Headquarters for the Texas Army and Air National Guard
- State Headquarters, Texas State Guard
- Offices and Warehouses for the United States Property and Fiscal Officer
- 36th Airborne Brigade Parachute Packing and Maintenance Shop
- Texas National Guard Academy (Officer Candidate School for the Texas National Guard)
- State Maintenance Office
- Senior Army Advisor, Texas Army National Guard
- Texas National Guard Armory Board
- Combined Support Maintenance Shop Number 2
- Base Units Command, TexARNG
- Headquarters and Headquarters Company, 49th Armored Division
- 100th Public Information Detachment
- Company F, 949th Maintenance Battalion
- Det 1, Headquarters and Headquarters Company, 36th Airborne Brigade
- Headquarters and Company A, 111th Medical Battalion
- 149th Adjutant General's Company
- 49th Finance Company
- Organizational Maintenance Shops Numbered 4 and 5
- Company C, 249th Signal Battalion
- Headquarters, 6th Military Police Group, Texas State Guard
- Headquarters, 601st Military Police Battalion, Texas State Guard

Improvements to the Camp include hard surfaced parking areas and roads; water, gas, sewerage and electrical distribution systems. The Camp also has a heliport for rotary type aircraft.

The Federal government supports a portion of the maintenance cost of Camp Mabry through the terms of a service contract.

Security guards are maintained on a twenty-four hour basis for the security of State and Federally owned property.

In addition to normal maintenance and repair of buildings, grounds and equipment at Camp Mabry, the following work orders were completed during Fiscal Year 1976:

- Constructed shelves in Information Office, Bldg. No. 1
- Constructed shelves in Metal Building, Airborne Training Site, Camp Mabry
- Installed new supply room doors, TSG Supply Room, Bldg. No. 15
- Renovated Bldg. No. 33 for purpose of housing Publications Section
- Painted exterior of Motor Pool Building, Bldg. No. 21
- Constructed shelves in Assistant AG for Air Office, Bldg. No. 1
- Repaired and stained benches at Airborne Training Site
- Re-roofed Bldg. No. 26
- Constructed cases, storage boxes, etc., for Texas Heritage Display
- Painted Orderly Room, 111th Med Bn, Bldg. No. 6
- Repaired sheetrock ceiling in Room No. 7, Bldg. No. 6
- Constructed jump platforms for Airborne Training Area, Camp Mabry
- Prepared parking lots, roads and general training area, Airborne Training Site
- Constructed counter and distribution bins for Publications Section, Bldg. No. 33
- Constructed easels for display of charts in IG Division
- Installed drain pipe for radiator vat in Bldg. No. 58

Pruning of trees at Camp Mabry continues
 Constructed book shelves for Staff Judge Advocate's Office, Bldg. No. 1
 Repaired metal bumper rail on loading dock, Bldg. No. 41
 Installed new sewer line under house, Bldg. No. 42
 Installed floor tile in hallway outside supply rooms, Bldg. No. 14
 Installed new roof on Bldg. No. 42
 Replaced rotted porch flooring, Bldg. No. 45
 Painted latrine floor, Bldg. No. 6
 Repaired wooden partitions at latrine, Bldg. No. 69
 Constructed frame and stand for Texas Citizen Soldier Painting
 Prepared indoor rifle range, Bldg. No. 36
 Renovated dispensary area in Bldg. No. 15
 Installed a steel guard at gas pump parade ground, Camp Mabry
 Installed a pipe support and saddle to limb at large oak tree just east of Bldg. No. 2
 Installed two air conditioners in Mobile Home used for 209th Weather Flight's Office at Austin Armory No. 4
 Replaced broken bumper railings, Bldg. No. 10
 Constructed shelves and a new wall in Mess Hall, Bldg. No. 11
 Painted Offices of Senior Army Advisor, Bldg. No. 15
 Constructed wooden shield for retired employees, Bldg. No. 1
 Constructed sidewalk at Battery Room, Bldg. No. 30
 Installed air line in Bldg. No. 58
 Installed drain line to dehumidifier, Communications Section, Bldg. No. 10
 Installed new ceiling in IG's Office, Bldg. No. 10
 Constructed testing room, Recruiting Office, Bldg. No. 41
 Constructed shelves in Room 215, Bldg. No. 1
 Renovated Quarters No. 15 in Bldg. No. 45 into Visitors Quarters
 Painted Mess Hall, Bldg. No. 11
 Constructed shelves and map boards, Military Support Offices, Bldg. No. 10
 Painted Office in BUC Headquarters, Bldg. No. 10
 Recovered water and gas lines, new armory site at Camp Mabry
 Painted loading docks, Bldg. No. 14 and 15

STATE PROPERTY: The State Property account of the Department is maintained by the Property Manager. Through the Automatic Data Processing facilities of the USPFO, a mechanization of the department's state property records is maintained. This system provides for the commander of each Armory and separate units to sign and account for all State-owned property assigned to their respective Armories and Units.

From information contained on stock record cards furnished by the Comptroller of Public Accounts and the USPFO, the location, cost, date of purchase, inventory number and the nomenclature of each item of State-owned property is always available.

The Automatic Data Processing Section of the USPFO provides a Memorandum Receipt for State-owned property issued to the various sections of the department and to practically every National Guard Unit and Armory throughout the State. Expendable supplies, warehoused by the Property Manager, are tallied-in when received and dropped when used by a Certificate of Expenditure. An inventory of movable equipment was accomplished and reconciled with the Comptroller of Public Accounts in January 1976 by agreement between the State Comptroller and the Property Manager of the department.

Surplus and salvaged State-owned property sales for Fiscal Year 1976 amounted to \$4,558.30.

The book value of real and personal property of the Adjutant General's Department is as follows as of August 31, 1976:

Land

Camp Mabry, Austin (375.58 acres)	\$ 1,187,428.00
Armed Forces Center, Houston (6.890 acres)	23,012.50
Eagle Mountain N. G. Base, Newark (1,270.87 acres)	1,000,000.00
Light Guard Armory, Houston (175' x 100')	15,000.00
Sub-Total	<u>\$ 2,225,440.50</u>

Camp Mabry

Buildings
Improvements
Movable Equipment

\$ 4,320,936.02
445,589.08
1,403,547.56

Sub-Total \$ 6,170,072.66

Ellington AFB (Air)

Buildings

\$ 1,960.00

Sub-Total \$ 1,960.00

Grand Prairie

Buildings

\$ 3,018.00

Sub-Total \$ 3,018.00

Camp Bowie

Building

\$ 855.00

Sub-Total \$ 855.00

Light Guard Armory, Houston

Building

\$ 146,000.00

Sub-Total \$ 146,000.00

Camp Swift

Buildings
Improvements

\$ 9,260.00
1,030.40

Sub-Total \$ 10,290.40

TOTAL \$ 8,557,636.56

ADMINISTRATIVE SERVICES BRANCH

GENERAL: The Administrative Services Branch operates under the direction of the Department Adjutant and provides administrative and staff services to the Adjutant General's Department, its affiliated offices and agencies and the military units of the Guard. These services include mail management, records administration, military orders and directives, reproduction, publications and security services.

MAIL AND SERVICES: This section employs five State employees. It serves the Adjutant General's Department, United States Property and Fiscal Office, Texas Guard Armory Board, Senior Army Advisor's Office, Camp Administrator and units of the Texas Army Guard, Air Guard and Texas State Guard. Consisting of two offices (one in Building 1 and one in Building 10) this section receives, sorts and distributes incoming and outgoing letters, packages, orders, regulations, reports and messages for the Department. On and off post messenger and delivery service is provided to all divisions, branches and offices. A total of \$2,413.53 was dispensed on the postage machine operated and maintained by this section. This was an increase of \$641.46 from the previous year. The two offices reproduced 735,513 pages of documents on the two copying machines operated and maintained by the section. This was an increase of 90,989 copies. The volume of incoming and outgoing mail increased approximately 35 percent during the year. The Mail and Services Section is also responsible for the procurement and dispensing of office supplies for all State offices of the Adjutant General's Department.

RETAINED RECORDS AND LIBRARY: This section receives, screens and stores records of all discharged members of the Texas military forces, dating back to 1911. Muster Rolls and Payrolls are also on file in this section for use in research to establish or substantiate service not otherwise recorded. There were approximately 8,458 records processed this past year. This brings the total records on storage to approximately 455,285. Records received were screened of extraneous material and arranged for microfilming.

Information was furnished during the fiscal year to former members of the Texas Guard, the National Guard Bureau, Department of the Army, Navy and Air Force, and to Federal and State veterans organizations as follows:

Statements of Service	819
Miscellaneous letters	861
Reaccomplished retirement credits records	125
Duplicate discharge certificates	69
Records research	376
In Memoriam Orders	15

Statements of Service are generally furnished to establish documentary evidence for eligibility for military retirement; military service creditable for Civil Service retirement; birth date and/or for social security benefits; increased military longevity pay for former service, burial in a National Cemetery or a grave marker; or hospitalization or other financial benefits through the Veterans Administration. This section also processes requests relating to individual military history. The Department Library maintains and posts all changes to the Department of the Army Military Publications (Regulations, Circulars, Pamphlets, General Orders, Joint Chief of Staff Publications and DOD Publications), National Guard Administrative Publications, Fifth U. S. Army Publications, FORSCOM Military Publications, TRADOC Publications, Texas Guard Military Publications and miscellaneous material. The library has a collection of military history reference material on Unit Lineage and History. The library furnishes various organizations casualty lists for World War I, World War II, the Korean Conflict and the Vietnam War. During the year seven books were donated to the library.

ORDERS SECTION: This section has undergone a major change in orders procedures to comply with NGR 310-10 and AR 310-10 effective 1 July 1976. Permanent Orders replaced General Orders and Orders replaced Special Orders and Letter Orders. The new formats of orders eliminate most abbreviations and are more easily understood by individuals not familiar with Army terminology. Requests for Orders, Texas National Guard Regulations, Texas State Guard Regulations, Staff Memorandums, Bulletins, Brochures and other items to be published for the Department are received, corrected

if necessary, put in proper format and typed for printing. A total of 4,013 different order actions were published and distributed during the fiscal year. The employees of this section are also cross-trained to help in other sections of this office.

PRINTING AND REPRODUCTION: This section consisting of one Federal and three State employees accomplishes the printing and binding services for the Department, Headquarters 49th Armored Division and special printing for units of the Army Guard which is beyond their capability. Additional administrative and training requirements imposed upon the Department increased the printing requirements for this section by approximately 1,500,000 sheets of paper over FY 1975. A ten station automated collator was added to the equipment of the section during the year. This section also retrieves and files records stored in the retained records warehouse.

PUBLICATIONS SECTION: The publications section moved to a larger location this year to provide more efficient service for the ever-increasing need of Texas National Guard units. The need for greater mobilization ability caused the remaining units of the Guard to be placed on the pinpoint system. Under this type of distribution the United States Adjutant General Publications Centers forward initial issue publications directly to the units rather than to the State Adjutant General for redistribution. This fiscal year, the publications section processed approximately 1,600 requisitions from units over the state for various blank forms. 850 requests were edited and forwarded to the National Guard Bureau for approval and transmittal to the Publications Centers at St. Louis and Baltimore. Approximately 5,000 different publications (field manuals, training pamphlets, army regulations, magazines and circulars) were part of the initial distribution handled by the section from Publications Centers at Washington, D. C. and Fort Sam Houston, as well as St. Louis and Baltimore. The publications section conducted a short school at Fort Hood during Annual Training for the 49th Armored Division to acquaint administrative technicians with the 12-series (a set of forms designed to facilitate the requests for the establishment of a publications account) and correct procedures for requesting forms from the publications section. The section also filled approximately 7,000 request from personnel coming directly to the office for information, blank forms and miscellaneous regulations.

INTELLIGENCE AND SECURITY: This section is responsible for the processing of security clearances; receiving and storing classified documents; requisitioning, storing and distribution of accountable and sensitive Department of the Army blank forms, and the destruction of obsolete classified documents. During the year, this section received, stored and distributed 412 classified documents. A total of 1,660 requests for security clearances were processed. Of this total, 1,494 clearances were granted. Thirty-seven requisitions for sensitive and accountable forms were processed and filled. Additional changes, which implemented new procedures, were incorporated into the existing Military Security regulations, which was published in February 1976.

STATE BUDGET AND FINANCE BRANCH

The Budget and Finance Branch administers State appropriated funds for operation of the Adjutant General's Department. General areas of responsibility include the maintenance and implementation of accounting systems approved by the State auditor, preparation and submission of the Department's Budget, procurement and payment for equipment, supplies and services.

The permanent records of all State financial transactions of the Adjutant General's Department are maintained in the Budget and Finance Office. Records of State employees pertaining to income tax, retirement, social security and insurance are also kept here. Monthly financial statements, which reflect expenditures and encumbrances for expenditures are furnished the Adjutant General. A double entry bookkeeping system is used in accounting for expenditures. Object of expense classification is based on the State Comptrollers classification of accounts. Balance in the appropriation accounts is reconciled monthly with the State Comptroller's Department. A schedule of appropriations, expenditures, encumbrances and balances detailing the operations of this Department for the period September 1, 1975 through August 31, 1976 is shown on chart on page 84.

Expendable supplies and postage on hand at the end of the year amounted to:

Office Supplies	\$ 14,912.54
Postage Meter Postage	2,941.73
Automotive Repair Parts	1,042.48
Camp Maintenance Supplies	6,441.45
TOTAL	\$ 25,338.20

PAYROLL: All annual salaries were paid in twelve (12) equal monthly installments by State warrants issued by the State Comptroller on the last working day of each month. Classified positions utilized were as specified in the Schedule of Classified Positions, Adjutant General's Department, Article III, Senate Bill 52. Unclassified positions utilized were in accordance with the provisions of Position Classification Plan and the provisions related to classified positions. Salary was determined by pay group and step of positions in the current Classification Salary Schedule. Promotions, demotions, transfers, reporting procedures and all other actions were in compliance with Article V, General Provisions, Senate Bill 52 and Uniform Procedures for Personnel and Payroll Reporting Letters published jointly by the Comptroller and State Auditor.

Permanent pay records are maintained on each employee's gross pay, deductions and net pay. A bond ledger is maintained in the Budget and Finance Branch showing the cumulative totals on employees bond deductions. Reports were made periodically on tax, social security, retirement and insurance. Total gross salaries paid in FY 76 were \$1,900,809.90. Deductions from salaries for FY 76 were as follows:

<u>DEDUCTIONS</u>	<u>AMOUNT</u>
Income Tax	\$ 234,416.80
Social Security	107,149.24
State Retirement	113,306.60
Insurance	63,025.29
Savings Bonds	36,407.50
Deferred Compensation	19,560.00

PURCHASING: The Budget and Finance Branch is responsible for the procurement, processing and payment for all capital items, expendable supplies necessary in operation of the Adjutant General's Department. Permanent records and control registers of all transactions are maintained in this office. The purchasing procedures used in the fiscal year were in accordance with the State Board of Control's Purchasing Manual and Commodity Book. Purchases were made by means of contract purchase orders, spot purchases, and open market requisitions. All transactions for supplies and capital items were completed by processing State of Texas Purchase Vouchers through the Board of Control to the State Comptroller for payment. Service vouchers were processed directly to the State Comptroller.

STATE ACTIVE DUTY: During the fiscal year ended August 31, 1976 the Governor called Texas National Guardsmen to Emergency State Active Duty on only one occasion involving only six Guardsmen for one day. These men, using two helicopters, assisted in the rescue of citizens isolated by flooding caused by heavy rains in North Central Texas on July 4, 1976. The total cost of \$424.06 was paid from the appropriation made to the Governor's Office for that purpose.

SPECIAL FUNDS: House Bill 1634, codified as Article 5781, Section 15, VCAS enacted by the 63d Legislature permits the Adjutant General to accept funds from the Federal government, either directly or indirectly or from any other State agency or political subdivision of the State for any legal purpose. Under provisions of this Act \$454,151.00 was received from the Federal government based on billings by the State Budget and Finance Office. Of this sum, \$203,335.00 was deposited in Fund 1 of the State as reimbursement and was expended along with State appropriations from that fund as indicated in the subsequent schedule and \$238,923.00 was deposited in Fund 449 of which \$227,411.00 was disbursed as indicated.

PROGRAM BUDGETING: The 63d Legislature instituted a Zero Based Budgeting process and starting with the fiscal year beginning on September 1, 1975 (FY 76) appropriations were made by programs rather than by type of expenditure. These appropriations to the Adjutant General's Department were divided into four programs plus capital renovations as indicated on the subsequent schedule. The required semi-annual performance report due by March 31, 1976 was filed and the annual report will be filed by October 1, 1976. In June, 1976 a budget estimate for the fiscal years ending August 31, 1978 and 1979 was prepared and submitted to the Legislative Budget Board and the Governor's Office. A revised budget estimate is to be submitted by 1 October 1976.

ADJUTANT GENERAL'S DEPARTMENT
Appropriations, Reimbursements, Expenditures, Encumbrances and Balances
Fiscal Year Ending August 31, 1976

PROGRAM AND PURPOSE	APPROPRIATIONS NUMBER	ADDITIONS TO APPROPRIATIONS		EXPENDITURE AND ENCUMBRANCES (B)	UNEXPENDED BALANCES
		AMOUNT (A)	SERVICE CONTRACT OTHER		
COMMAND AND ADMINISTRATION					
Adjutant General	6-4301011	31,400		31,400	-0-
Other Program Operations					
From General Revenue Fund	6-4301010	1,220,764	203,335	1,429,672	1
From Adj Gen Federal Fund	6-4301010 (C)		238,932	227,411	11,521 (E)
State Judge Advocate	6-4301020	28,000		19,412	8,588
Depository Interest	Not				
Appropriated	Appropriated		5,617		5,617 (E)
ARMY NATIONAL GUARD					
Program Operations	6-4302010	984,453	11,884	996,179	158
AIR NATIONAL GUARD					
Program Operations	6-4303010	86,313		85,955	358
TEXAS STATE GUARD					
Program Operations	6-4304010	81,674		81,672	2
Uniforms and Accessories	6-4304020	36,000		35,934	66
Authorized Travel Expense	6-4304030	23,400		21,058	2,342
RENOVATIONS - CAMP MABRY					
Replacement of Heating					
and Air Conditioning Units	6-4302030	28,800		25,962	2,838 (G)
Electrical Service Repair	6-4302050	60,800		58,463	2,684 (C)
Emergency Radio Equipment	6-4308010	50,000		50,000	-0-
TOTALS		2,631,604	454,151	11,538 3,063,118	34,175 (H)

- (A) Appropriation amounts from General Revenue Fund No. 001
 (B) Some encumbrances estimated
 (C) Maximum estimated appropriation \$280,000 in SB 52
 (D) Sale of Furniture and Equipment, etc.
 (E) Balance in Adjutant General's Federal Fund available for FY 77
 (F) Unexpended Balance on August 31, 1975 - Reappropriated
 (G) Unexpended Balance Reappropriated to FY 77
 (H) Includes actual lapse of \$11,515

STATE PERSONNEL BRANCH

GENERAL: The State Personnel Branch is responsible for the recruiting, interviewing and testing of all potential employees of the Adjutant General's Department.

AREAS OF RESPONSIBILITY:

a. This branch is responsible for the management of all State employee personnel matters to include an effective program of employee relations, training, recruitment, position analysis and classification, organizational and salary studies.

TOTAL STATE EMPLOYEES:	Camp Mabry	-	171
	Field Units	-	45
	TOTAL		<u>216</u>

b. State Personnel Branch conducts an orientation period for each new employee, informing them of the State laws under which they are employed and the execution of a signed receipt that they have been furnished a copy of all pertinent laws and regulations. This receipt is a permanent record in the employee's personnel file with all other correspondence and documents relative to employment, such as applications, typing tests, background investigations, and approvals for employment.

c. A personnel manning board denoting all State employee positions authorized to each Division Branch and Section of this Department is maintained in the State Personnel Branch which provides an excellent ready reference of all personnel assignments and vacancies.

d. In accordance with the State law, the record of absenteeism due to sickness, vacations, military leave and absence with pay or without pay is maintained by the State Personnel Branch.

e. This branch prepares and keeps current a Staff Memorandum which provides guidance on State employee personnel procedures for the Adjutant General's Department.

f. Provisions of Senate Bill 18, Texas State Employees Uniform Group Insurance Program, requires personnel office be responsible for preparation and submission of master insurance forms. Forms are prepared in triplicate, original to Texas State Employee's Retirement System, one copy to State Finance office, and one copy maintained in employee's personnel file.

g. The State Personnel Branch also administers the State Equal Employment Opportunity Program for the Adjutant General's Department, working directly for the Adjutant General. Responsibilities of this branch are:

- (1) Supervise preparation and distribution of Affirmative Action Plan.
- (2) Responsible for distribution of job announcements to all segments of the community to include all minority groups, handicapped and disadvantaged.
- (3) Maintain statistics of workforce as pertains to race, sex, color, national origin, age and political affiliation.
- (4) Make skills survey and maintain skills bank.
- (5) Maintain close liaison with Equal Employment Opportunity Advisory Committee to be available for assistance.
- (6) Schedule formal training for employees.
- (7) Publish a roster of available counselors by name and location. Make distribution to all units.
- (8) Monitor the Equal Employment Opportunity program to make recommendations for improvements.

- (9) Schedule all required counselor training.
- (10) Establish and maintain file pertaining to all Equal Employment Opportunity functions, actions and compliance.
- (11) Coordination with managers at all levels in establishing and/or revising job qualification standards in light of Equal Employment Opportunity requirements.
- (12) Make recommendations to the State Adjutant General concerning actions necessary to correct any vestige of discrimination within the State employee workforce.
- (13) Establishing and revising procedures to adjudicate complaints of discrimination.
- (14) Representing the Adjutant General in community affairs relating to the promotion of equal employment opportunity as required.
- (15) Participation in conducting formal investigations of a wide range of alleged violations of the Equal Employment Opportunity Program.
- (16) Performing periodic evaluations of the Equal Employment Opportunity Program as pertains to the State employees of the Adjutant General's Department.
- (17) Preparation of Equal Employment Opportunity Reports as required.
- (18) Performing and analyzing statistical surveys to identify problem areas in the Equal Employment Opportunity Program.
- (19) Accept written informal complaints to be submitted to the Adjutant General for a resolution on "Adjutant General's Informal Complaint Form".
- (20) Inform complainant of further rights on all informal complaints submitted to the Adjutant General if a satisfactory resolution is not arrived at.
- (21) Monitor military recruitment literature to insure that recruiting is directed toward minorities and females.

TEXAS STATE GUARD

TEXAS STATE GUARD

GENERAL: The Office of the Texas State Guard fulfills dual responsibilities to the Adjutant General of Texas for all matters pertaining to the Texas State Guard, and to the Commanding General of the Texas State Guard for the operation of the State Headquarters, and for all aspects of command, administration and supervision of all units.

MISSION: The mission of the Texas State Guard is to maintain an organized, trained military force, capable of timely and effective response in strength, to perform military support operations upon order by the Governor under all conditions prescribed by the civil statutes of Texas; to provide military assistance to civil authorities, in either an active or voluntary duty status, under conditions of disaster or emergency not requiring the use of weapons; and to assume the State responsibilities of the Texas National Guard upon their mobilization into Federal military service.

ORGANIZATION: The organization of the Texas State Guard consists of a State Headquarters, four Military Police Group Headquarters, thirty-one Military Police Battalion Headquarters and 132 Military Police Companies, for a total of 168 units located in 123 Texas cities. Of the thirty-one battalions, sixteen are assigned to the various groups and fifteen are separate battalions. Two companies are separate companies, the 2d MP Co (Sep) at Uvalde and the 3d MP Co (Sep) at Laredo.

TRAINING: Training emphasis has been given to traffic control, property protection, light rescue, first aid, shelter management and other subjects related to providing emergency assistance to state and local Civil Preparedness and Disaster Relief officials. All units are required to perform at least one training assembly each month. However, some units prefer to conduct weekly training assemblies. A number of units are conducting weekend assemblies, performing more than sixteen hours of training in a two day period.

The appropriation for Program Operations included funds to support training of the Texas State Guard for the State Fiscal Year 1 September 1975 to 31 August 1976. These funds were utilized to conduct twenty-seven Battalion Disaster Preparedness Training Exercises; seven Command and Staff Area Training Conferences; and four Emergency Communications Training Exercises. Four Headquarters Staff Training Conferences were conducted without pay. The total amount expended for these exercises and conferences was \$30,341.32.

PERSONNEL: All personnel of the Texas State Guard are appointed, commissioned or enlisted under the authority of the Governor of Texas. Enlisted personnel are promoted, reassigned and discharged on Unit Orders. All officer personnel are appointed, promoted, reassigned and separated on Orders published by Headquarters, Texas State Guard. Each applicant is carefully screened to insure that only qualified citizens of good moral character, who have a sincere dedication to serving the people of Texas are accepted. Intensive efforts have been made this past year to improve the participation of officers that are in the ready reserve, to terminate the service of inactive officers and recruit new enlisted members for units. Enlisted strength has increased by 121 members. Although the overall strength of the Texas State Guard shows a loss of 5, during this same period the strength of the Ready Reserve Officer Pool has been reduced by 98. By comparing the overall strength with the officer reduction, there has been a substantial increase in the number of active participating members within the Texas State Guard. The strength of the Texas Guard as of 31 August 1976 was as follows:

UNIT	ASSIGNED AND ATTACHED OFFICERS	READY RESERVE OFFICER POOL	ASSIGNED ENLISTED PERSONNEL	TOTALS
HQ, TSG (Austin)	35		1	36
HQ, 2d MP Gp (Houston)	11		5	16
HQ, 3d MP Gp (Donna)	7		5	12
HQ, 4th MP Gp (Midland)	6		16	22
HQ, 6th MP Gp (Austin)	12		6	18
101st MP Bn (Sep) (Gainesville)	0		52	52
102d MP Bn (Sep) (Dallas)	14		88	102
103d MP Bn (Sep) (Longview)	20		97	117
104th MP Bn (Sep) (Texarkana)	8		51	59
105th MP Bn (Sep) (Fort Worth)	15		82	97
106th MP Bn (Sep) (Greenville)	8		55	63
107th MP Bn (Sep) (Nacogdoches)	5		20	25

UNIT	ASSIGNED AND ATTACHED OFFICERS	READY RESERVE OFFICER POOL	ASSIGNED ENLISTED PERSONNEL	TOTALS
108th MP Bn (Sep) (Jacksonville)	11		61	72
201st MP Bn (El Campo)	1		7	8
202d MP Bn (Houston)	21		71	92
203d MP Bn (Bryan)	14		193	207
208th MP Bn (Beaumont)	14		75	89
301st MP Bn (Corpus Christi)	14		69	83
302d MP Bn (Cuero)	8		31	39
303d MP Bn (McAllen)	16		124	140
304th MP Bn (San Benito)	4		31	35
401st MP Bn (Abilene)	13		74	87
402d MP Bn (San Angelo)	13		60	73
403d MP Bn (Andrews)	14		125	139
404th MP Bn (SFSW) (El Paso)	16		74	90
501st MP Bn (Sep) (Lubbock)	9		32	41
502d MP Bn (Sep) (Amarillo)	12		50	62
503d MP Bn (Sep) (Wichita Falls)	17		52	69
504th MP Bn (Sep) (Stephenville)	9		20	29
601st MP Bn (Austin)	14		103	117
602d MP Bn (Waco)	8		8	16
603d MP Bn (Sep) (Waxahachie)	16		55	71
604th MP Bn (Sep) (Athens)	11		19	30
605th MP Bn (San Antonio)	15		51	66
606th MP Bn (San Antonio)	3		19	22
607th MP Bn (Temple)	15		25	40
2d MP Co (Sep) (Uvalde)	2		15	17
3d MP Co (Sep) (Laredo)	1		0	1
Ready Reserve Pool	-	18	-	18
STATE TOTALS	432	18	1922	2372

RECAPITULATION BY MAJOR COMMAND

HQ, TSG (Austin)	35		1	36
2d MP Gp (Houston)	61		351	412
3d MP Gp (Donna)	49		260	309
4th MP Gp (Midland)	46		275	321
6th MP Gp (Austin)	67		212	279
Separate Units (Statewide)	174		823	997
Ready Reserve Pool	-	18	-	18
STATE TOTALS	432	18	1922	2372

PERSONNEL AND ADMINISTRATIVE ACTIONS: Publications prepared and distributed during the year included 87 Orders and Special Orders, 23 General Orders and Permanent Orders, 12 bulletins containing 206 items of instruction and information, 26 Recruiting Prospect Lists containing names and addresses of 884 former members of the Texas Army National Guard, 2 regulations, a Communications-Electronic Operating Instructions (CEOI), 3 personnel directives, 8 training directives and 8 training manuscripts.

Other administrative actions which were prepared and/or processed included issuing 626 Identification Cards, processing 163 correspondence courses, preparing and submitting 7 requisitions for open market bid, preparing and processing 40 payrolls, and preparing and processing 471 travel requests and 361 travel vouchers.

Enlisted personnel actions for the year included:

Enlistments	521
Discharges	400
Appointments (CSM)	1
TOTAL	921

Officer personnel actions during the year included:

Appointments	81
Promotions	55
Reassignments	63
Transfers	108
Branch Transfers	14
Details	5
Separations (Assigned Officers)	109
Separations (Ready Reserve Officers)	98
TOTAL	533

TEXAS STATE GUARD AWARDS PROGRAM: The purpose of the awards program is to provide recognition for members of the Texas State Guard for acts of valor and for exceptional service or achievement.

Texas decorations are awarded on an individual basis in recognition of and as a reward for heroic, extraordinary, outstanding and meritorious acts, achievements and service in the Military Forces of Texas. Texas Service Medals are awarded generally in recognition of honorable performance of duty during designated periods of service. Certificates of Commendation are awarded in recognition of outstanding performance of duties.

During the period from 1 September 1975 through 31 August 1976, the following awards were requested, processed and presented to members of the Texas State Guard:

Texas Medal of Merit	5
Adjutant General's Individual Award	2
Texas Faithful Service Medals	71
Texas State Guard Service Medal	301
Armed Forces Reserve Medal	1
Federal Service Medal	1
Texas State Guard Commanding General's Certificate of Commendation	22
TOTAL	403

EMERGENCY ASSISTANCE TO CIVIL AUTHORITIES: No members of the Texas State Guard were called to State Active Duty during the past year. There were two cases in which Texas State Guard units performed voluntary duty to assist civil authorities during local emergencies. Co C 202d MP Bn, TSG, assisted local authorities by operating generators and light sets, on 22 and 23 February 1976, in Galena Park following an explosion at the Good-Pasture Elevator in which seven persons lost their lives. Thirty-seven members of the 202d MP Bn performed flood relief on 17 April 1976, following heavy rains and flooding in the Baytown area. These two cases of emergency assistance to civil authorities were performed in a voluntary duty status at no cost to the State of Texas.

LOCAL COMMUNITY SUPPORT ACTIVITIES: Units of the Texas State Guard provided support to their local units of the Texas Army National Guard by making scheduled security inspections of armories during Annual Training, by furnishing guards and guides for departing and returning troop convoys and by performing other services as requested. During this fiscal year, Texas State Guard units have assisted local authorities, agencies and organizations by providing color guards, firing squads, traffic control and special programs in support of local parades, ceremonies, military funerals, rodeos, sports events and other local special occasions in Abilene, Andrews, Anthony, Breckenridge, Corpus Christi, Edinburg, Fort Worth, Houston, Huntsville, Irving, Jacksonville, Kilgore, Longview, Lubbock, Marshall, McAllen, Midland, Mission, Missouri City, Monahans, Nacogdoches, New Braunfels, Odessa, Pasadena, Refugio, San Angelo, San Marcos, Stephenville, Taylor, Waxahachie and Wichita Falls.

UNIFORMS AND ACCESSORIES: The Texas Legislature appropriated \$36,000.00 for uniforms and accessories to be issued to enlisted members of the Texas State Guard. Initially, liaison was established with the Texas Department of Corrections in an effort to minimize costs. However, the Department of Corrections declined to manufacture the required items.

A comprehensive regulation has been published to establish strict accounting procedures on the unit level to insure proper utilization and accountability of uniform supplies. All items have been purchased or are on purchase order as follows:

2300 Shirt, Utility	\$ 14,950.00
2300 Trousers, Utility	12,650.00
2300 Belt, Trousers	1,472.00
2300 Buckle, Belt	575.00
2300 Cap, Hot Weather	3,565.00
2370 Insignia, Color	604.35
4600 Insignia, Subdued	874.00
4600 Identification Tape	644.00
TOTAL OBLIGATED FUNDS	<u>\$ 35,334.35</u>

REORGANIZATIONS: In order to reinforce or replace the Texas Army National Guard, the Texas State Guard is required to maintain a unit at each Army National Guard armory in Texas. In addition, some units are organized in cities and towns where there is no National Guard unit, in cases where the local government specifically requests a unit and pledges their support. During State Fiscal Year 1976, four unsatisfactory units were inactivated. These included Co A 108th MP Bn, at Rusk; Co B 504th MP Bn, at Jacksboro; Co E 602d MP Bn, at Whitney; and 1st MP Co (Signal) at San Juan, San Perlita, Tilden and Rio Grande City. A new unit was organized at Angleton and designated Co F 202d MP Bn.

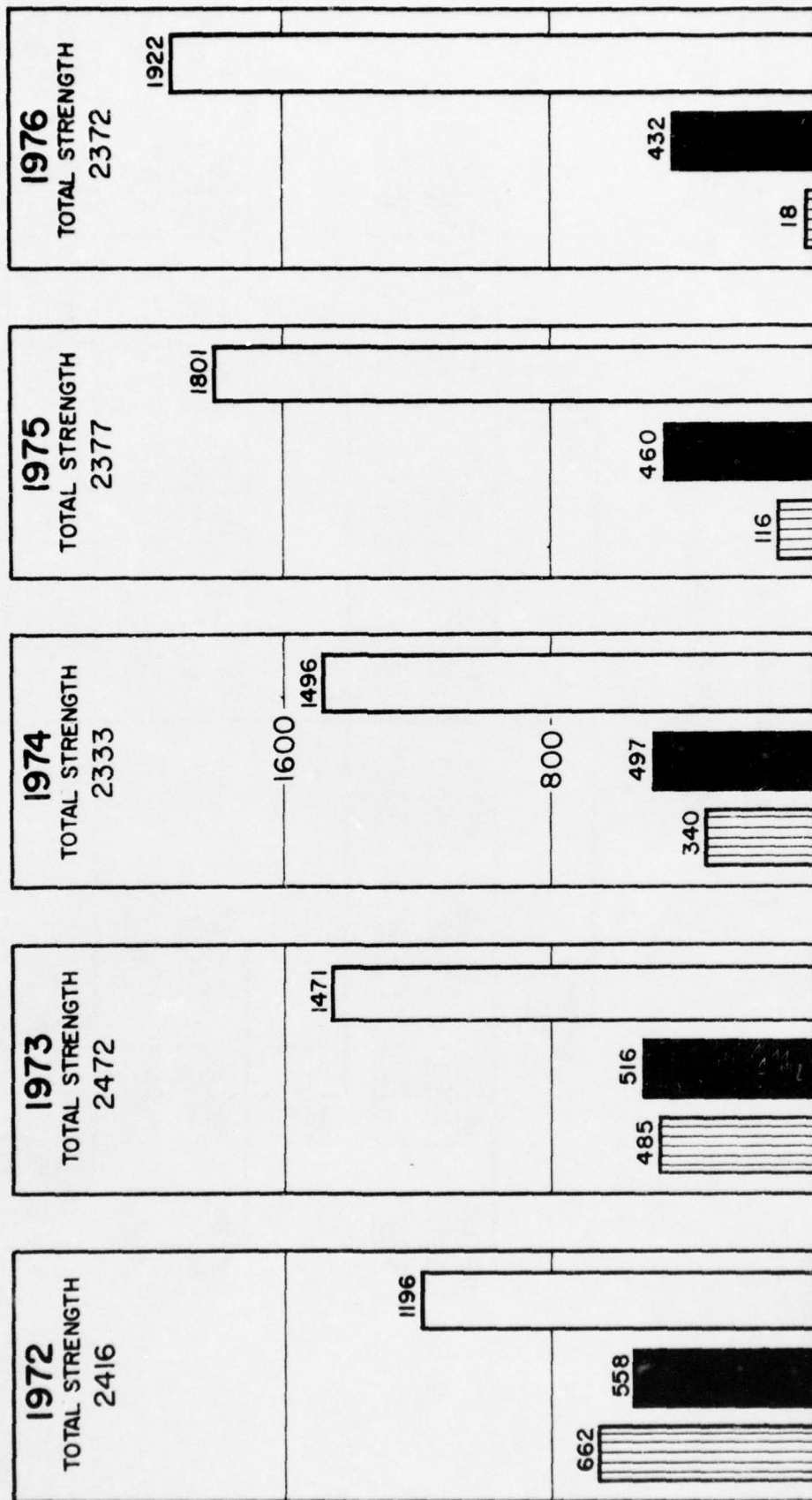
2 CHARTS FOLLOW:

1. Organization Chart
2. Five Year Strength Comparison

TEXAS STATE GUARD

FIVE YEAR STRENGTH COMPARISON 1972-1976

31 AUGUST 1976



☐ RESERVE OFFICERS (INACTIVE)
 ☐ ASSIGNED OFFICERS
 ☐ ENLISTED PERSONNEL

Chart # 2